



About This Report

CoreCivic is committed to consistent reporting on the environmental, social and governance (ESG) topics of greatest interest to our stakeholders. In CoreCivic's eighth Corporate Responsibility Report, we update our disclosures and key priorities to align with stakeholder interests, in addition to impacts that inform or modify our strategies and progress against goals.

We recommend that this report be reviewed alongside CoreCivic's 2025 annual report ([Form 10-K](#)), most recent [proxy statement](#), and our most recent shareholder letter, all available [public filing reports hub](#).

Unless otherwise noted, this report covers the fiscal year January 1, 2025 to December 31, 2025, and it includes information about

CoreCivic, Inc. with select references to activities conducted by our wholly-owned subsidiaries. This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards: Core option effective January 1, 2023. To ensure disclosures are relevant, CoreCivic conducts comprehensive stakeholder materiality assessments biennially. Disclosures based on GRI Standards are listed

in the GRI Content Reference Index at the end of this report.

Our management approach to corporate responsibility reporting includes participation and review at many levels of our organization. Authority for reporting is delegated to our vice president and chief ethics and compliance officer by the president and CEO. A cross-

functional team works to collect disclosure data and provide updates to material topics. The report is reviewed by members of our senior management team.

Corporate responsibility reporting is overseen by the risk committee of the CoreCivic Board of Directors, while each standing committee shares oversight of the topics consistent

with the duties specified in each committee's charter. Questions about this report can be directed to Joseph Bachmann, managing director of investor relations at CoreCivic, at investorrelations@corecivic.com.



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Message from Our CEO

Building on a Strong Foundation of Dependable Partnership

It is my honor to share CoreCivic's eighth annual Corporate Responsibility Report as the company's new Chief Executive Officer. I stepped into this role at the beginning of 2026, and I am grateful for the opportunity to lead this extraordinary company into its next chapter.

Before sharing CoreCivic's accomplishments from 2025, I want to acknowledge the remarkable legacy of my predecessor, Damon Hinger, who served as CEO for 16 years. Damon began his career as a correctional officer in 1992 and led this company through periods of substantial transformation. His strategic vision, commitment to our mission and dedication to the people of CoreCivic established the strong foundation upon which we continue to build. On behalf of our company, I thank Damon for his service to CoreCivic and to the corrections profession.

Business Highlights

CoreCivic's government partners continued to place their trust in us in 2025. We renewed 98% of our contracts that were up for renewal, which is a testament to the quality and dependability our partners have come to expect. We earn our partners' trust by being there for them when and how they need us.

At the federal level, there has never been a time when CoreCivic's solutions have been more essential. We activated five previously idled facilities to meet a growing need for safe, secure services for individuals involved in immigration proceedings. We also expanded capacity at several existing facilities through contract modifications.

At the state level, we entered into a new management contract with the state of Montana and continued to strengthen relationships with partners across the country. Our ability to respond quickly and at scale to our partners' needs is

a reflection of the exceptional team we have at CoreCivic.

Reentry Highlights

Our government partners depend on us to help those in our care break the cycle of recidivism, and 2025 was another strong year of programming at CoreCivic. Throughout the year, we helped 5,331 individuals earn high school equivalency or industry certifications. We supported 16 individuals in earning college degrees and 52 individuals in graduating from computer coding programs. We helped 1,556 individuals complete substance use treatment programs and nearly 7,000 individuals complete behavioral change programs.

Among our standout programs, we partnered with [Untapped Solutions](#), a platform that connects job seekers with employers who participate in second-chance hiring, allowing residents to search for currently available jobs, gather employer information and share it with family members or supporters to make contact on their behalf. [Escape the Odds](#), led by formerly incarcerated entrepreneur Aaron Smith, continued teaching individuals how to start their own box-truck businesses upon release. We also engaged with [SoberIn40](#), an AI-powered recovery support application developed by a formerly incarcerated individual, piloting the program across 16 facilities in eight states.

Safety Highlights

Safe and secure operations remain foundational to everything we do. Our normalization efforts continued to expand across facilities in 2025, guided by the principle that environments mirroring the free world better prepare justice-involved individuals for successful reentry. One example is the [redesigned incentive pod](#) at our Bent County Correctional Facility, where strategic design elements now create distinct living spaces that offer a more home-like environment while maintaining safety and security.

We maintained adherence to the Institute of Internal Auditors' Global Internal Audit Standards

in 2025 after becoming the first and only correctional industry quality assurance division to achieve this distinction in 2024. In addition, nine facilities were newly accredited or re-accredited by the American Correctional Association in 2025 with an average score of 99.7%.

Employee Highlights

CoreCivic's greatest strength is its people. In 2025, we invested approximately \$8.7 million in talent attraction efforts and received over 133,000 job applications as we staffed both existing operations and newly activated facilities. CoreCivic is successfully attracting talent for essential frontline roles, and we are proud to have been recognized as a GI Jobs Military Friendly Employer for the 15th consecutive year. We implemented wage increases for substantially all facility staff and piloted a new Workforce Relations Specialist role at select facilities — a hands-on resource dedicated to supporting frontline staff with visible, on-shift leadership.

Every day, I see our people treat one another and those in our care with the dignity and compassion they would want for their own families. Their commitment to our mission and their passion for having a positive impact — on each other's lives, on those in our care and in our communities — inspire me as we guide this company toward an even brighter future. Delivering quality outcomes for our partners and those in our care is not optional. It is who we are.

As I look to the future, I am confident that CoreCivic is well positioned for continued growth and impact. Together, we will continue to build on the foundation of integrity, excellence, teamwork, service and respect that defines us. We will stay true to our values, deliver exceptional outcomes and strengthen our reputation as a dependable partner for the public good.



Patrick Swindle
President & CEO, CoreCivic



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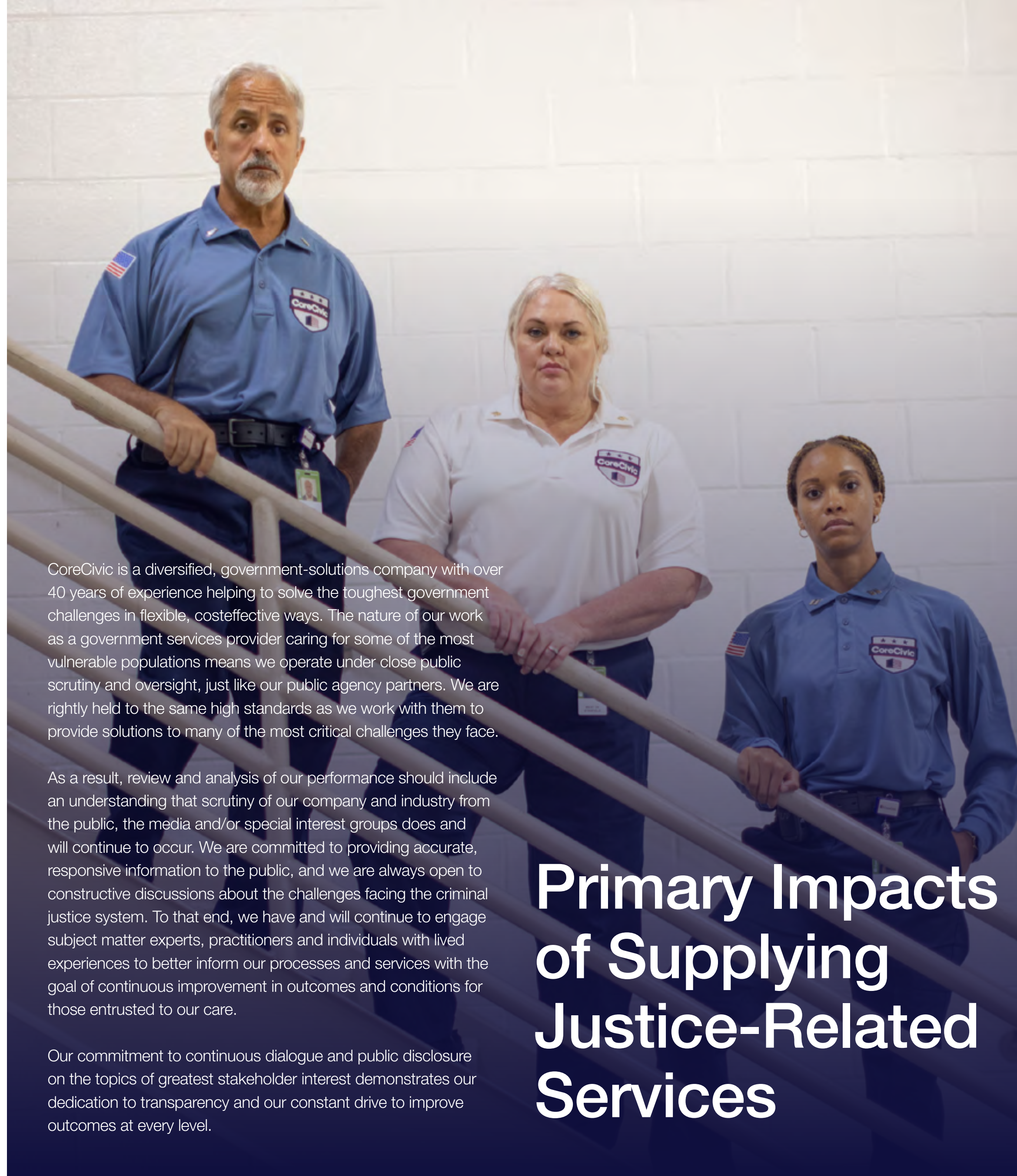
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CoreCivic is a diversified, government-solutions company with over 40 years of experience helping to solve the toughest government challenges in flexible, cost-effective ways. The nature of our work as a government services provider caring for some of the most vulnerable populations means we operate under close public scrutiny and oversight, just like our public agency partners. We are rightly held to the same high standards as we work with them to provide solutions to many of the most critical challenges they face.

As a result, review and analysis of our performance should include an understanding that scrutiny of our company and industry from the public, the media and/or special interest groups does and will continue to occur. We are committed to providing accurate, responsive information to the public, and we are always open to constructive discussions about the challenges facing the criminal justice system. To that end, we have and will continue to engage subject matter experts, practitioners and individuals with lived experiences to better inform our processes and services with the goal of continuous improvement in outcomes and conditions for those entrusted to our care.

Our commitment to continuous dialogue and public disclosure on the topics of greatest stakeholder interest demonstrates our dedication to transparency and our constant drive to improve outcomes at every level.

Primary Impacts of Supplying Justice-Related Services



Residents & Clients

We make daily short- and long-term impacts on the lives of the individuals in our care and other citizens involved in the justice system who are receiving treatment. Our opportunities to promote their well-being include delivering quality living conditions, access to medical and mental healthcare, connections to family and community, and various treatment services designed to prepare them for lasting success upon return to their communities.



Employees

The value proposition we offer employees reflects the impacts we make on our staff. Through competitive wage and benefits and long-term career pathways through our professional development opportunities, we strive to create a culture of belonging and respect in the workplace. We value differences. We appreciate individual contributions and support each other in our pursuit of providing high quality services.



Government Partners

CoreCivic provides a diverse suite of capabilities with the flexibility, scale and dependability required for some of the toughest challenges governments face. We work to further our government partners' public service missions by providing quality correctional and detention services. Our commitment and ability to provide quality rehabilitative and treatment services also yields positive social and economic impacts. We utilize evidence-based practices designed to reduce recidivism and prepare those in our care for lasting success.



Communities

CoreCivic strives to be a positive member of the communities in which we operate and are proud of our positive economic impact. Maintaining safe, secure communities by delivering on our safety and reentry mission is fundamental to our core service goals. At the local level, we offer quality jobs, competitive wages and benefits and opportunities for long-term career growth. We engage our local communities with various support activities, charitable contributions and volunteerism.

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Materiality & Stakeholder Engagement



Understanding the priorities of our stakeholders guides the development of our reports and informs our business strategies. Updated last year, our GRI-informed materiality assessment process includes interviews with our diverse group of internal and external stakeholders. For each material topic identified in this process, CoreCivic team members reviewed and discussed GRI 3-3 “Management of material topics” to inform the disclosures in this report.



Stakeholder Group	Engagement Channels
CoreCivic Board & Employees	<ul style="list-style-type: none"> • Climate and culture surveys • Focus groups and town halls • Digital and print media • Formal reporting mechanisms (e.g., CoreCivic ethics line)
Inmates, Residents & Detainees	<ul style="list-style-type: none"> • Daily interaction • Resident climate surveys • Formal reporting and grievance mechanisms • Facility-level human rights consultations • Resident concern line
Government Partners	<ul style="list-style-type: none"> • One-on-one dialogue • Requests for information/proposals • Oversight and monitoring • Audit and corrective action planning • On-site contract monitors
Industry & Labor Associations	<ul style="list-style-type: none"> • One-on-one dialogue • Meetings and conferences • Negotiations • American Correctional Association (ACA) panels and committees
Investors & Banks	<ul style="list-style-type: none"> • Annual meeting of stockholders • Quarterly earnings calls • Investor presentations and industry events • Corporate responsibility and proxy analyses • One-on-one investor meetings
NGOs, Faith-Based Organizations & Lived Experience Groups	<ul style="list-style-type: none"> • National and local partnerships • One-on-one dialogue • In-facility volunteering and non-profit service • Written communications and media • Facility tours
Community Members	<ul style="list-style-type: none"> • One-on-one dialogue • Employee volunteering and non-profit service • Community Relations Committees • Community member in-facility volunteer services • Written communications and media

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Key topics identified by our internal and external stakeholders fall under five focus areas. Many key topics are interrelated, and this report will cross-reference other topics to more fully disclose how we manage and perform in such areas. Additionally, some topics and focus areas have been updated to better align with the changing nature of our business and the way we manage key topics.

Topics were assessed based on the GRI's definition of "materiality" and updated guidance regarding impact, including impacts to individuals and their human rights. Our impact evaluations consider many factors, including the United Nations Sustainable Development Goals (UN SDGs). Several of the material topics in this report are unique to the correctional and detention sector. Applicable GRI disclosure topics are listed in the GRI Index found in the appendix of this report.



Focus Area	Operational Excellence	People & Organizational Culture	Resident Treatment / Reentry Services	Community Relations	Environmental Performance
Key Topics	<ul style="list-style-type: none"> • Contract Compliance • Data Tracking & Reporting • Ethics & Integrity • Innovative Solution Delivery • Robust Oversight • Safe & Secure Operations • Cybersecurity 	<ul style="list-style-type: none"> • Culture of Belonging & Respect • Employee Safety & Security • Talent Attraction & Retention • Training & Leadership Opportunities • Compensation & Benefits 	<ul style="list-style-type: none"> • Community Corrections • Health & Medical Services • Humane & Respectful Treatment • Resident Safety & Security • Reentry Services 	<ul style="list-style-type: none"> • Community Engagement • Community Safety & Security • Economic Impact on the Community • Media Understanding & Influence • Political Accountability • Trust & Transparency 	<ul style="list-style-type: none"> • Utilities Consumption and GHG Emissions • Climate Risk Mitigation



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Safe & Secure Operations

Safe and secure operations are a fundamental component of our business and one of the reasons our government partners rely on us to positively impact those who come into our facilities. Our operational performance directly impacts our residents, employees and communities, and the impact of our performance requires a management approach founded in longtime experience, strong values and established professional standards.

Corrections professionals from frontline officers to facility directors conduct our secure operations at the facility level. Facility support center personnel provide specialty support in areas like PREA compliance, occupational health and safety, emergency preparedness and security threat group intelligence.

Our operations management team, with support from other divisions, routinely assesses safety and security risks and develops programs or initiatives to mitigate threats. Annual goals are created to meet our organizational objective of providing safe, secure and humane operations that treat all individuals with dignity and respect and improve their future outlook. These goals directly address potential impacts from our safety and security operations, such as incident reduction and implementation of programs to reduce the likelihood of negative outcomes. Oversight is provided by our Quality Assurance (QA) division, as well as external accrediting organizations, government partners and various federal, state and local agencies.

Key Components of Safety and Security Operations



Conditions of Confinement

Modern facilities with clean air, clean water, natural light, comfortable temperatures and space for recreation, programming and visitation.



Safety & Security

Policies and procedures designed to meet or exceed our government partners' standards, covering essential safety and health requirements that are subject to routine internal and external oversight.



Access to Daily Needs

Balance safety and security needs with commitment to providing access to programs and human and legal rights activities.



Preparing for Success

Offering of reentry services in our correctional facilities designed to prepare those in our care for long-lasting success upon reentry to their communities.

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Safe & Secure Operations
Case Study

CoreCivic Continues to Enhance Contraband Interdiction Technologies, Increasing Staff and Resident Safety



To strengthen safety measures in our detention and correctional facilities, CoreCivic deploys various contraband interdiction technologies selectively across our facilities. It covers a range of detection and screening systems designed to identify and prevent the introduction of prohibited items, including advanced scanning, detection and forensic analysis tools.

Body Scanning and Metal Detection

For body scanning, CoreCivic utilizes a compact full-body scanner designed for use in front lobby or intake/processing areas. For metal detection, the preferred vendor is CEIA, supplying walk-through, handheld and MSD metal detectors.

Drone Detection Systems

CoreCivic integrates multiple Dedrone system drone detection technologies, including an RF-based drone detection system and directional and 360-degree RF drone detection systems.



Observation Without Limits (OWL) offers radar-based drone detection with AI analytics to reduce false alarms. The OWL system is also used for ground radar security, featuring "slew-to-cue" cameras to track perimeter movement effectively.

Mail and Substance Screening

For mail scanning, CoreCivic uses the RaySecur MailSecur system, which identifies potential contraband concealment such as saturated papers.

Video and Camera Systems

The BriefCam video content analytics solution is integrated into CoreCivic's existing Milestone Camera System. This technology allows staff

to detect, track and identify persons of interest and receive real-time alerts for predefined scenarios, enhancing investigative efficiency and situational awareness.

Digital Forensic Laboratory

CoreCivic operates a Facility Support Center-based digital forensic laboratory focused on contraband electronic devices recovered in facilities, such as illicit cellphones, SIM cards, memory cards and storage media. The lab is equipped with advanced technologies from Cellebrite, including technology designed to recover deleted data, analyze communications, identify criminal networks and document security threats.

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Immigration Detention Services

CoreCivic provides solutions that meet government's civil and criminal detention management needs with facilities that also meet the unique needs of those in our care. We've partnered with Immigration and Customs Enforcement (ICE) for more than 40 years to provide safe environments where detainees can reside temporarily as they go through judicial, administrative and diplomatic processes.

Immigration detention services differ from those found at traditional correctional facilities. [Operational standards applicable at our ICE facilities](#) detail the performance expectations applicable to the multifaceted scope of our services, including how our buildings and physical structures facilitate access to legal resources and proceedings. Many of our detention centers feature immigration courts, on-site legal and diplomatic services.



What We Do, What We Don't Do

CoreCivic has a 40+ year partnership with government to operate safe and humane immigration facilities. Our commitment to being a reliable government partner and to maintaining our values and [human rights standards](#) frames our approach to providing immigration detention services, from how we pursue opportunities to how we manage facilities:

- We collaborate with our government partners to provide flexible solutions that meet their changing needs, including facilities that are purpose-built or modified to meet civil detention standards and contracts that allow the government the ability to increase or decrease capacity, based on its determination of needs.
- We do not advocate for or against any legislation that serves as the basis for – or determines the duration of – an individual's incarceration or detention under our long-standing policy.
- We do not enforce immigration laws, arrest anyone who may be in violation of immigration laws, or have any say whatsoever in an individual's deportation or release.
- We are subject to multiple levels of oversight, including [regular internal review and audit processes](#), partner agency audits and onsite monitoring.

We strive to provide safe, humane and respectful environments that meet the needs of each resident in our care by:

- Providing physical and mental health services, whether as a [direct provider of care](#) or in coordination with ICE's Health Services Corps. On-site medical clinics are staffed by licensed health care professionals who provide day-to-day care and coordinate access to offsite care, including specialized and emergency services.
- Meeting daily needs, such as meals, hygiene products and opportunities for communication with friends and family, physical recreation and other activities (for example, we administer agency-approved tablet programs that provide e-mail, video visitation and educational programming, among other things.)
- Facilitating the exercise of legal and human rights, such as access to religious materials and activities, judicial and administrative proceedings, and legal counsel and law library materials.

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Immigration Detention Services Oversight and Accountability

CoreCivic Quality Assurance operational audits are intended to replicate the independent oversight and performance accountability of our government partner audits. Our facilities with ICE residents are reviewed against applicable [detention standards](#) and additional items based on contractual requirements.

In addition to partner requirements, we utilize a corporate review tool during annual audits to look at CoreCivic-specific requirements including but not limited to general administration, finance, human resources, learning and development, food service, physical plant, laundry services, company vehicles, security supplement, armory, safety supplement, fire drill and health service protocols. These areas have been identified by the Quality Assurance team as requiring a minimum baseline to ensure consistent review regardless of audit practices of individual partners.

Lastly, the Quality Assurance team conducts facility social climate surveys designed to provide an independent gauge of the environment at each facility. These surveys involve structured interviews with 40 staff and 40 residents (a minimum of 30 individuals for smaller facilities). We also interview the ICE contract monitor to learn about their view of facility performance.

PHYSICAL ENVIRONMENT

Physical space designs (room layouts, capacities, accessibility) | Air quality | Heating and cooling | Water quality | Light levels and access to natural light | Noise levels | Shower and toilet areas | Housekeeping and sanitation | Maintenance/plumbing | Clothing | Bedding | Personal hygiene products

RESIDENT SAFETY

Emergency preparedness plans | Fire safety | Initial processing and classification procedures | Population counts | Resident grievance and incident response | Self-harm and suicide prevention | Transportation by land

SEXUAL ABUSE AND ASSAULT PREVENTION PROGRAM

Written policy and procedures | Staff training | Prevention procedures | Reporting procedures | Intervention and investigation procedures | Victim advocate services | Data collection and reporting procedures

COMMUNITY AND FAMILY PARTICIPATION

Visitation hours and access | Visitation space | Telephone services | Mail services | Community involvement and volunteers | On-site legal presentations

HEALTH CARE

Facilities and equipment | Access to care | Personnel quality and certification | Clinical services | Referrals and emergency plans | Pregnancy management | Communicable disease and infection controls | Hunger strike treatment and monitoring | Dental care | Health screens | Medical records management | Mental health programming | Medication management | Chronic disease management

FACILITY PERSONNEL

Qualifications | Background checks | Pre-service training | Annual in-service training | Use of force and restraints training | Medical certifications and training | Emergency response | Post assignment checks | Regulatory compliance

LEGAL AND RELIGIOUS RIGHTS

Access to legal library | Updates to legal materials | Legal communications | Access to information about U.S. Immigration law and procedures | Opportunity to practice one's faith | Access to religious facilities and equipment | Pastoral visits | Dietary requirements

FOOD SERVICE

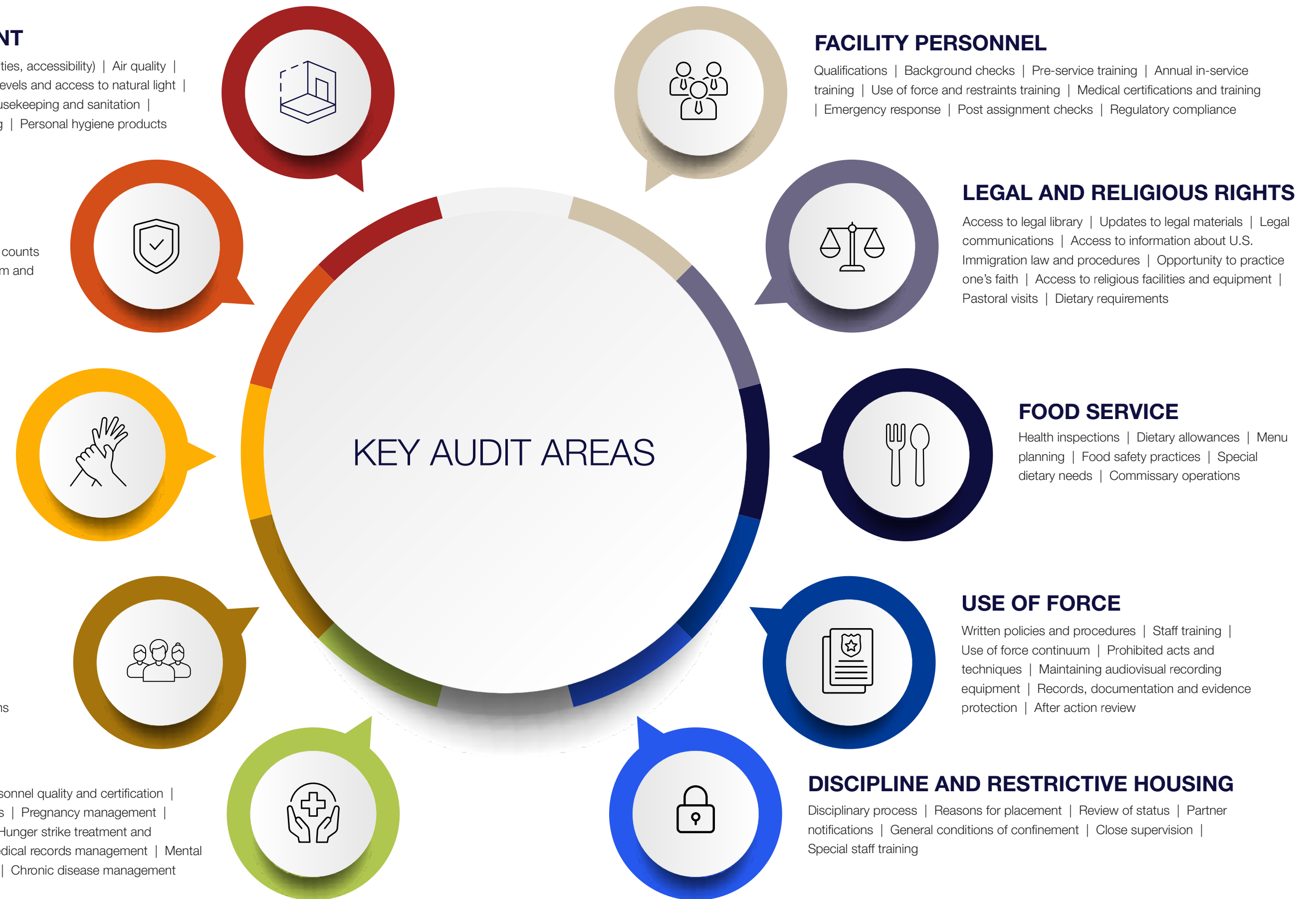
Health inspections | Dietary allowances | Menu planning | Food safety practices | Special dietary needs | Commissary operations

USE OF FORCE

Written policies and procedures | Staff training | Use of force continuum | Prohibited acts and techniques | Maintaining audiovisual recording equipment | Records, documentation and evidence protection | After action review

DISCIPLINE AND RESTRICTIVE HOUSING

Disciplinary process | Reasons for placement | Review of status | Partner notifications | General conditions of confinement | Close supervision | Special staff training



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Community Corrections

CoreCivic Community provides justice-involved individuals with a variety of services designed to help participants establish a successful connection to their communities.

Our programs are designed to offer structure and support to individuals transitioning from incarceration or participating as an alternative to incarceration. Our case management programs are linked with complementary services that vary depending on the individual. These services may include those directly provided by our facility staff, such as employment assistance and counseling, or those facilitated by our staff through connections to local community groups.

Community facility directors lead day-to-day operations and manage progress against key performance indicators like contract compliance, while subject matter experts provide facility performance support. Our facilities are subject to external oversight and audits, which vary by contract, including ACA accreditation audits, partner audits and local government agency reviews.



CoreCivic Community facilitates connections by linking residents to local resources:



Benefits

Reentry specialists work with returning citizens to identify and enroll in any eligible assistance programs that apply in their community, such as affordable housing and food assistance programs.



Employment

Our staff conduct outreach to potential employers and partner with local groups to raise awareness of the benefits of hiring justice-involved individuals, ensuring that residents have ample opportunities to find gainful employment.



Family Connections

Many of our facilities offer programs or partner with local groups to facilitate family connections, including relationship building skills and sponsored outings for structured time with family.



Financial Planning

We directly provide or collaborate with local groups to provide financial planning programs so residents can create budgets and more confidently transition to life in their communities.



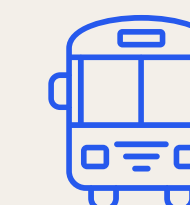
Identification

We connect residents to resources and processes to obtain identification and documentation needed for critical areas of reentry, such as employment, housing and transportation.



Substance Abuse Treatment

We provide substance use treatment and facilitate connections to external support groups. We also provide alcohol and drug monitoring services to accompany treatment and mentorship programs.



Transportation

Many of our locations provide transportation services to/from local places of employment or assist with public transportation so residents can more easily obtain and maintain employment.

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Community Corrections Highlights



Vehicles for Change Technician Training Fuels Success for Boston Avenue Residents

If your car has ever broken down, then you know there's nothing that puts your mind at ease like knowing you have a good, reliable technician you can trust to fix it. Now, thanks to the Vehicles for Change program at CoreCivic's Boston Avenue reentry facility in San Diego, California, ten formerly incarcerated individuals are certified automotive technicians.

Vehicles for Change is a non-profit organization that provides automotive technician training to justice-involved individuals. Classes include both hands-on training and job coaching, as well as state-of-the-art virtual reality training. Participants who successfully complete the program receive referrals to recognized auto industry employers and test preparation for the Automotive Service Excellence (ASE) Certification. Vehicles for Change also provides 30 days of job search assistance

after program completion and a six-month follow-up with case management and support services.

Automotive technician jobs are in high demand and landing a job as an automotive technician can lead to a lucrative, stable career. According to the job search site Indeed, the average base salary for an automotive technician in California is \$31.70 per hour. That means technicians working full-time can earn nearly \$66,000 per year.

As for the certified participants at Boston Avenue, one participant has already secured a full-time position at a local Jiffy Lube and another participant has been hired as an operations specialist with Vehicles for Change. Boston Avenue is excited to continue its partnership with Vehicles for Change, as it has already proven positive, measurable outcomes for returning citizens.



Austin Transitional Center Resource Event Provides Support and Connection for Returning Citizens

Navigating reentry can be a challenge for residents who recently returned to their communities. CoreCivic is dedicated to helping these individuals by not only equipping them with tools to be successful but introducing them to community resources and to people who have successfully navigated reentry themselves.

Over the summer, CoreCivic's Austin Transitional Center in Austin, Texas, hosted a resource event alongside the non-profit organization Reverse Re-Entry Services. The event connected residents to a local health clinic, rehabilitation

services, housing and introduced them to formerly incarcerated individuals who have successfully reintegrated into their communities.

In addition to hosting events like these, volunteers with Reverse Re-Entry Services visit Austin Transitional every weekend to help residents with things like obtaining vital documents, job placement and housing placement. Other organizations that attended the resource event shared how overwhelmed they were by the positive response from those in attendance.

“The services provided through these events, though they may seem small, are creating a culture that better serves each person and equips them with the tools to thrive,” said Jon Batiste, case manager at Austin Transitional. “We believe this work will continue to make a lasting impact on each person's journey and their families, one individual at a time.”

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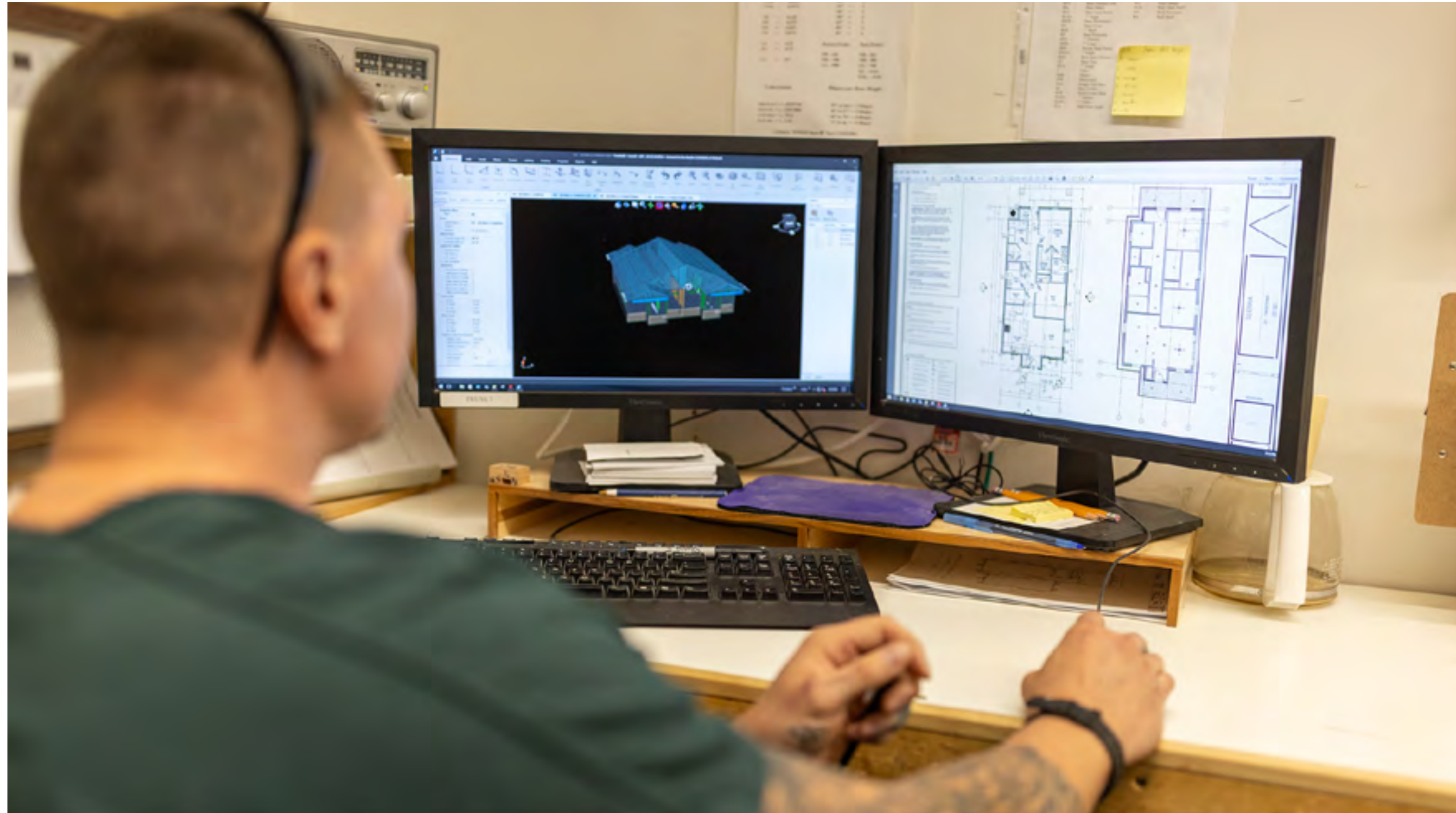
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Reentry Services

CoreCivic recognizes the unique potential to positively and directly impact the current status of justice-involved citizens and their future outlook. Regardless of the length of time in our care, our goal is for residents to depart better than arrival - equipped with the tools and mindset to live a better life. We seek to mitigate potential negative impacts to justice-involved citizens, their families, our government partners and our communities by delivering evidence-based practices at our facilities that are rooted in the overarching goal of helping to find and build a good life.

As our reentry teams carry out the important mission of providing opportunities that lead justice-involved individuals to building a good life, we recognize we can do more. We value the credibility and unique insight

individuals with lived experience bring to our programs and actively seek their partnerships. To that end, we currently work with over 20 organizations whose leaders were formerly incarcerated.

Best Practices in Our Reentry Services

Evidence-based practice (EBP) is the use of scientific research to guide and inform efficient and effective reentry services. We integrate EBP into our reentry services strategy by focusing on widely recognized principles of EBP used by the National Institute of Corrections. We believe the pursuit of EBP also includes desistance and positive psychology, which includes helping a person adopt a new identity by leaving their criminal

lifestyle in the past. Our team uses the PERMA Framework, which stands for Positive Emotions, Engagement, Relationships, Meaning and Achievement. This framework is a critical piece to helping individuals build a better life. We believe this process aligns with our stakeholders' interest in measuring effective reentry outcomes and determining how our operations as a whole support recidivism reduction. EBP principles are based on leading research and help us disclose in greater detail how our activities impact our reentry goals and reduce recidivism. Our integrated reentry services are designed to maximize the positive impacts that each stakeholder makes on the reentry process, including our own employees, community members and government partners.

2025 Reentry Recap

5,331

High School Equivalency or Industry Certifications

52

Computer Coding Graduates

16

College Degrees Conferred

2,814

Go Further Discovery Program Completions

1,556

Substance Use Program Completions

6,929

Behavioral Change Program Completions

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Reentry Highlights



Box-truck Program Equips Returning Citizens with Career Path

One of the biggest obstacles many returning citizens face is how to support themselves once they return to their communities. It's certainly something Aaron Smith faced before his release in 2019, after serving more than nine years in prison. Smith, 44, of Chicago, grew up in the city's South Side neighborhood. He became involved with illegal substances, which led to his incarceration. However, Smith refused to accept his prison sentence as the end of his story: Instead, he took steps to turn his life around.

Backed by his dedication to hard work and strong entrepreneurial spirit, Smith has produced the documentary film "Escaping the Odds of Recidivism" and started a successful trucking venture since his release. And most

recently, he's partnered with CoreCivic to provide a five-week program called Escape the Odds, which teaches incarcerated individuals how to start their own non-CDL box-truck business upon release.

Via Zoom, Smith takes students through all the things they need to know to become non-CDL owner/operators of box trucks. Earning a commercial driver's license (CDL) can be a difficult process for incarcerated people preparing for release because of the in-person requirements that must be met to secure the license.

Smith shares with residents that the box truck venture is a viable alternative, increasing their chances of earning potential sooner after

release—one less barrier to a successful reentry they must face. Smith also teaches participants how to book delivery jobs from freight brokers—a single load can represent thousands of dollars in income—and how to weigh fuel, weight and insurance costs against profitability. He takes them through what a motor carrier number is (it identifies someone who transports regulated commodities in interstate commerce) and how to raise capital for start-up costs, which can run anywhere from \$4,000 to \$7,000.

Smith is a living example of how second chances manifest, and why justice-involved individuals should never be defined by their backgrounds. He is proving how they, too, can "escape the odds."



Vocational Drywall Program Installed at Lake Erie Correctional Institution in Ohio

Lake Erie Correctional Institution's drywall program offers more than just the skills to construct walls—it provides residents with the foundation to build brighter futures.

The drywall program is one of the most sought-after vocational offerings at the Conneaut, Ohio facility. Residents interested in vocational training begin with the Test for Adult Basic Education, after which they are placed into their chosen program. Due to its popularity, the drywall program often has a waiting list, with openings prioritized for those nearing their release dates.

Led by Eric Northcott, vocational instructor at Lake Erie, the program guides students through a series of educational units covering construction site safety, fundamental construction

principles, thermal and moisture protection, as well as drywall installation and finishing. When time permits, students are also introduced to best practices in painting skills.

Upon completion, graduates earn several industry-recognized certifications: ACT WorkKeys National Career Readiness Certificate, National Center for Construction Education and Research (NCCER) Core Certificate, NCCER Drywall 1, NCCER Basic Safety and OSHA 10.

Armed with education, hands-on experience, and valuable certifications, graduates of the drywall program leave Lake Erie with more than just skills—they gain confidence, purpose, and a second chance to build a better life.

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Reentry Highlights

Untapped Solutions Connects Incarcerated Individuals to Post-Release Employment

In January 2025, CoreCivic introduced a new internal platform for the residents called Go Further Discovery. This learning management system, which focuses on skill development and employment opportunities, is now available on laptops in computer labs at 16 CoreCivic sites.

To build this internal resource, CoreCivic partnered with Untapped Solutions to make job searches accessible inside facilities. Go Further Discovery and Go Further Connect combine in-facility education with Untapped Solutions' specialized job search platform. By creating internal and external systems, CoreCivic is developing a continuum of support that starts before release and continues as residents reestablish themselves in society.

Untapped Solutions is led by founder Andre Peart, whose lived experience brings a deep understanding of the challenges individuals face after incarceration. The platform is specifically designed to connect job seekers with employers who participate in second-chance hiring. This means no worrying about "checking the box" to disclose a criminal record, because every posting is already vetted for second-chance opportunities.

With the addition of this secure, in-facility job search platform, residents are acquiring more than just information: They are getting a head start. Go Further Discovery demonstrates CoreCivic's understanding that reentry is not just about leaving one place, it is about stepping fully into the next, with the right tools in hand.



The saying "There's an app for that" has echoed through our tech-driven world for years, but today, it's artificial intelligence that is capturing the attention within tech. CoreCivic recently entered into a partnership with Spencer Cook—who was once incarcerated himself—to implement Cook's SoberIn40 app, which uses proprietary AI algorithms to help support incarcerated individuals who are seeking recovery from substance use.

This intensive, 40-day AI-powered program has already been piloted for about six months across 16 CoreCivic facilities in eight states. It operates under the Go Further Discovery platform,

offering residents the opportunity to access the software in computer labs and classrooms at these facilities, with guidance from therapists. The program also provides a range of aftercare and follow-up resources.

SoberIn40's approach is to dig beneath the surface, exploring the emotional roots of addiction and tailoring each user's experience accordingly. Cook, who developed the app with the help of software engineers, drew inspiration from his own research into behavioral psychology. His journey didn't begin with the intention of building a program; he simply wanted to discover how to

achieve sobriety for himself, something he hadn't experienced since childhood.

Cook's quest for sobriety began earlier, when in a moment of desperation, he asked a prison officer for alcohol while in confinement. The officer handed him a copy of the Alcoholics Anonymous manual instead. At first, Cook rejected it, tossing the book aside, but weeks later he picked it up—and never looked back.

Through his work, Cook hopes to support the field of recovery by delivering more affordable outpatient care while providing clients with real-time, custom-tailored programming.

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Health Services



Providing access to quality health services is a critical component of our mission and a major part of the positive impact we make for those in our care. CoreCivic provides medical, mental health and dental services at most of our Safety facilities. The onsite medical clinics are staffed by licensed health care professionals, including physicians, nurse practitioners, psychiatrists, psychologists, mental health counselors and dentists.

We also ensure access to offsite care for residents by coordinating with our staff, government partners, community physicians, hospitals and ambulatory care providers.

Our care approach is designed for the higher degree of emergent needs in detention populations and the higher-than-average degree of chronic and non-acute care needs of inmate populations.



Health Assessments

Medical professionals conduct a thorough health assessment within the first two weeks of arrival, screening for mental health conditions, chronic and infectious diseases, urgent medical needs and existing prescriptions.



Dental Services

Screen residents within two weeks of arrival, support routine dental hygiene and provide dental care, as needed.



Sick Call

Provide patient access to clinical staff in response to an individual's request for health services. Nurses triage sick calls daily and typically respond to medical requests within 24 hours.



Optical Services

Provide on-site vision care via an optometrist.



Primary Care

Deliver treatment for common illnesses with a focus on prevention and wellness, care coordination with other specialists, and the comprehensive management of patient care.



Mental Health Services

Evaluate residents within two weeks of arrival, provide counseling and administer medication for diagnosed psychiatric conditions.



Chronic Care

Diagnose and monitor patient chronic conditions to assess health status and, as indicated, adjust treatment plans based on evidence-based clinical protocols.



Provider Networks

Actively engage with local healthcare communities to build networks of care providers for on-site services, telehealth services and out-of-facility care.



Emergency Services

Provide 24-hour emergency services and respond to medical, dental and mental health emergencies.



Critical Patient Watch Lists

Maintain list of medically and critically ill patients to ensure higher-level monitoring, as well as enhance clinical management and earlier intervention.



Acute Care Services

Provide for inpatient admissions to acute care hospitals.



Medication Administration

Licensed medical professionals prescribe medications as clinically indicated and licensed nurses administer patient medications.



Ambulatory Services

Provide offsite visits to ambulatory services and specialty physicians as clinically indicated.

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Health Services Highlight

At CoreCivic, our team of medical and mental health professionals recognizes the unique nature of correctional health services, and the challenges of providing critical services to justice-involved individuals. Changes within our business and the evolving field of correctional health services underscore the need for consistent evaluation and update to how we manage these services.

In 2025, we experienced rapid-paced growth in the form of facility activations. The nature of these activations required strategic planning and deployment of new services with new staff in a manner consistent with our commitment to providing access to quality care.

We began by identifying gaps that could negatively impact progress against our goals, such as staff education, network depth and workforce readiness. We then developed the management approach infrastructure needed to meet the demand. Through careful piloting and scoping, we created frameworks to address these gaps that improved our new and existing services across the enterprise.

We recognized that human capital was the most vital ingredient of success. Thus, our 2025 efforts focused on staff training, communication and appreciation — the cornerstones of retention and best practices. This was accomplished via new nurse and behavioral health trainer positions, a weekly educational series for facility health services staff, leadership development programs and communication channels that fostered transparency and engagement.

Equally important were our recruitment strategies, exploring and implementing non-

traditional methods to attract compassionate professionals willing to serve an often-overlooked population.

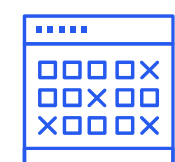
The desired impact from these human capital efforts was demonstrable improvement in our delivery of care as measured by key quality indicators. These indicators centered around three primary operations areas: audits, backlogs and vacancies. Through these efforts, Health Services achieved the following:



A 75% reduction in patient backlogs.



Improved staff retention rates through recognition and career development.



Rapid activations, with full staffing and operational readiness achieved in as little as two weeks.



Expanded training and certification programs, reinforcing quality and consistency system wide.



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Project Vista



For more than 40 years, CoreCivic has designed, built and operated correctional facilities, and while we have always approached these facets of our work thoughtfully and innovatively, Project Vista has allowed us to explore unprecedented territories. Project Vista, led by CoreCivic's Chief Strategy Officer, is a company-led initiative that aims to create correctional environments that mirror the free world as much as possible, all through a commitment to promote safety, dignity, and respect - for our staff, residents and their visitors.

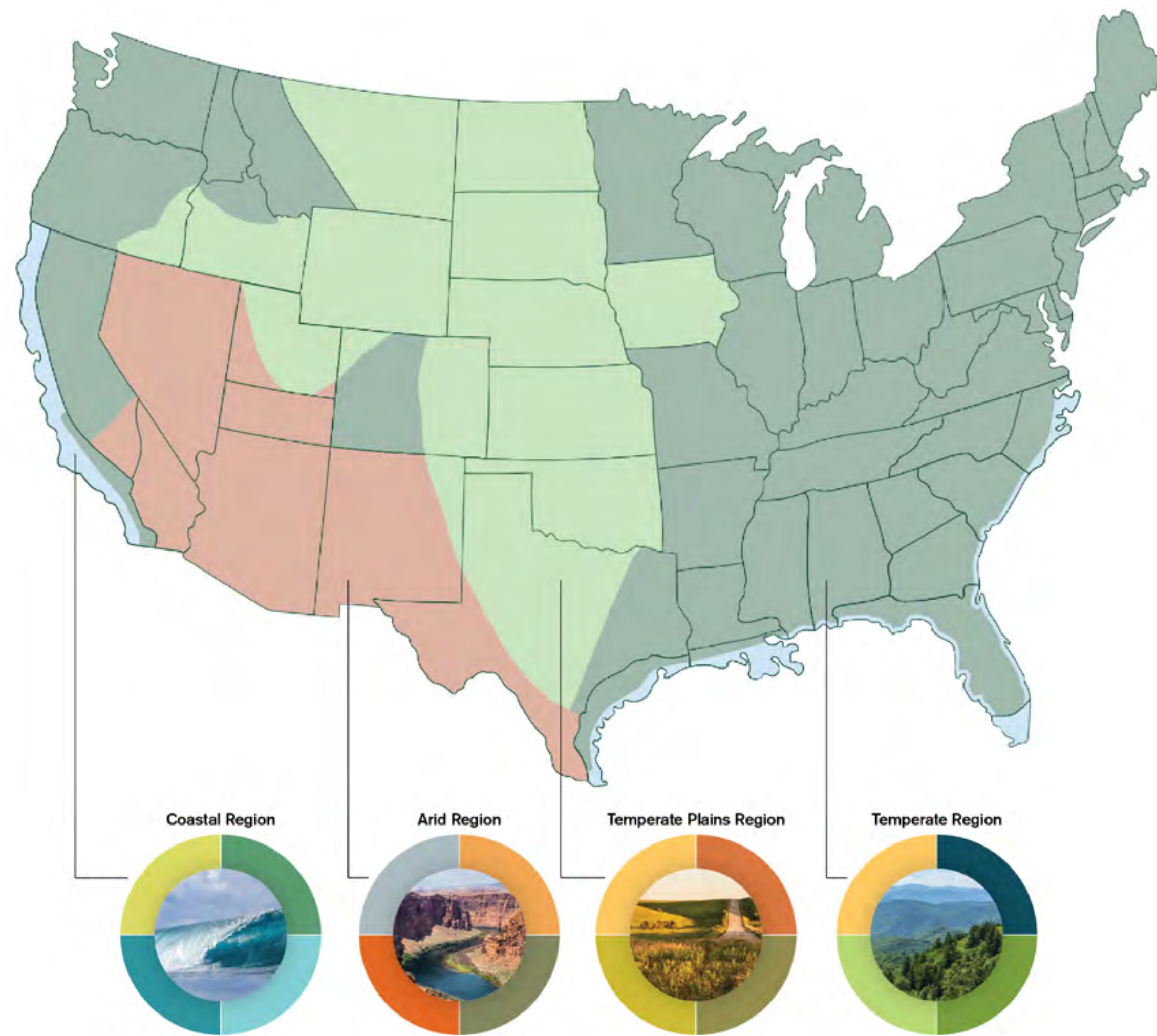
Stemming from years of global research and numerous CoreCivic-based pilots, 2025 has been pivotal for Project Vista. The team has continued to explore Vista's core principles— Normalization, Biophilia, Carceral Geography, and Trauma-Informed Design— and many new practices and design approaches are now embedded across the organization and into our facilities. These include a trauma-informed Color Playbook and a revised approach to correctional furniture, décor and layout.

Project Vista has now completed over 40 projects across multiple facilities, investing nearly \$2 million into this initiative. This

year, key project areas have included family visitation, staff decompression spaces, medical and behavioral health areas, entrances and lobbies, incentivized living units, and classrooms, all to positively affect wellbeing and productivity. These efforts not only provide CoreCivic with a replicable approach to facility design, but allow us to proactively share knowledge with industry peers and encourage the industry to advance with us.

The Project Vista team have been supported by internal and external subject matter experts, many of whom with lived experience, and have partnered with some of the world's leading and most innovative architects, including firms based in Denmark and Australia. The Vista team have presented projects and their impact on the world stage, including a 2025 design event held by the International Corrections and Prisons Association (ICPA) which was attended by representatives from more than 50 countries.

Results have been positive and have validated the team's hypothesis: when a correctional environment feels safe and looks dignified, more staff want to stay and fewer residents will return.



Project Vista Highlights



Furniture and Design Play Integral Role in Normalization

When it comes to CoreCivic's normalization efforts, every detail plays an important role in creating environments and daily routines within our facilities that mirror the community and free world as much as possible. This includes everything from using trauma-informed paint colors on the walls and installing sound absorbing panels to the placement of furniture in a shared space layout.

Choosing furniture and designing a room may seem like a normal, routine task for most. But for incarcerated individuals, they may not have had the opportunity to provide input on how they would like their living space to look or feel. Normalization efforts are providing this opportunity at select CoreCivic facilities, while also continuing to provide safe and secure environments.

To ensure approaches are evidence-based, CoreCivic has partnered with industry experts, including internationally based architects and field leaders with lived experience. Armed with this support and feedback from those who have been incarcerated, CoreCivic team members have hand selected couches, tables, chairs, flooring, games, and more while also keeping in line with our government partners' requirements.

CoreCivic's normalization efforts began in 2023 and since then, CoreCivic has received formal and informal positive feedback from staff, residents, families of those in our care, and recently released individuals.

Red Rock Correctional Center and Arizona State University (ASU) Reimagine Classroom Environment



In 2025, the Vista team collaborated with ASU professor Kevin Wright, graduate students and resident leaders to reimagine the classroom environment at Red Rock Correctional Center. The initiative aimed to create a space that fosters personal growth and transformation through diverse programming in a location that includes academic instruction, public speaking, chess, art and meditation.

Key enhancements include:

- Modular furniture and finishes comparable to a collegiate classroom
- ASU-inspired color palette, sound panels, photo murals, ceiling tiles and curated art
- Circadian lighting that mimics natural daylight, promoting productivity, energy and well-being
- Reinforced connection to nature through regional imagery, natural finishes, plants and circadian lighting
- "The Cove," a casual area with lounge seating and resident-built shelving that encourages peer engagement
- A converted office supports one-on-one consults to address drivers of change



Lake Erie Correctional Institution Upgrades Family Visitation Area, Enhances Experience for Adults and Children Visiting Loved Ones

CoreCivic's commitment to normalization and evidence-based design was showcased in 2025 with the completion of the Lake Erie family visitation area upgrades. The largest Vista project to date included an overhaul of the facility entrance and security screening area, reception lounge and vending, attorney and non-contact visitation rooms, indoor play area featuring [Cooper the Dog](#), and an outdoor playground and garden.

The team's goal was to support the partner's vision to implement inspired features that have proven to positively reform behaviors and address difficult transitional areas like returning to family life.

"The recent changes in visitation have made a positive impact on the quality of visits. The visiting room is more welcoming, particularly for visitors of a younger age. Prior to the initiative, my 11-year-old daughter would be intimidated and anxious during the two-hour visit. Now she looks forward to the visit so we can play on the tablet together," testified a Lake Erie resident.



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People & Culture

We believe having a robust people and organizational culture strategy drives positive impacts by improving the quality of operations, increasing employee engagement and strengthening a culture of dignity, respect and belonging. We celebrate the diversity of work and life experiences our employees bring to CoreCivic and recognize that fostering an empowered, team-oriented culture is integral to our performance as an organization.

Our chief administrative officer, chief human resources officer and our vice president of human resources lead our strategic approach to our People & Culture strategy. A multi-disciplinary People & Culture Council (PCC) and our Business Resource Group (BRG) leadership teams, with direction from executive sponsors, advises on our strategy development. Our three Business Resource Groups, Military, Multicultural and Women's, are key contributors to activities supporting our organizational culture commitments.

BRGs are voluntary, employee-led groups aiming to foster a diverse, inclusive workplace aligned with the organization. They are open to all CoreCivic and Transcor employees.



CoreCivic's Culture Guiding Principles

Promote a shared understanding of CoreCivic's values reflected in our policies, practices and procedures. **1**

Foster a culture of belonging and respect that encourages a collaborative environment. **2**

Support career success through professional development opportunities and a range of experiences. **3**

Enhance engagement in our communities through involvement, support and partnerships with local organizations and diverse businesses. **4**

CoreCivic Culture Vision

We foster a welcoming culture where everyone is treated with dignity and respect, contributions are valued, and people are equipped for success.

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People & Culture Highlights 2025



Staff from Red Rock and La Palma participated in the 9/11 Tower Challenge, climbing 110 floors in remembrance of the heroes and the fallen citizens on September 11, 2001.



Central Arizona Florence staff participated in a quarterly highway cleanup initiative, filling over 20 bags of litter and clearing bulk items off the side of the road.



Lake Erie staff planted pinwheels in honor of Prevent Child Abuse America.



The Cheyenne facility in Cheyenne, WY sponsored a welcome booth at the local community summer festival.



Staff and residents at the South Raleigh facility hosted a birthday party for mascot Cooper the Dog.

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Talent Attraction & Retention



Our frontline and healthcare staff are essential to our mission of providing quality, compassionate care to our residents while maintaining a safe and secure environment.

In recent years, many industries, including the corrections and detention sector, have faced unprecedented labor market challenges. Public agencies and private service providers have encountered unique staffing issues. Achieving positive outcomes for our stakeholders depends on our ability to attract, develop and retain a diverse and talented workforce. Failure to maintain adequate staffing levels could have negative consequences, which is why we set frontline staffing vacancy reduction goals

in our annual strategic planning and link staffing targets to executive compensation. Additionally, we regularly engage with our government partners to assess mutual needs and challenges.

The managing director of human resources oversees day-to-day talent attraction activities, leading a team of recruiters integral to our talent acquisition strategy. This team focuses on delivering the necessary talent for organizational success by effectively deploying our talent attraction strategy. We also leverage a flexible team structure that allows recruiters to quickly support facilities with the greatest need.

CoreCivic continues to allocate recruiting resources to support high-volume hiring needs, while concurrently implementing new processes to improve outcomes for more challenging roles across the organization. Staff retention continues to be a priority with a specific focus on frontline staff. We've taken a targeted approach for identifying solutions to increase retention, especially for our highest need facilities. In depth retention assessments have enabled us to tailor solutions that local facility leaders can use to address their facility-specific retention challenges.



15 Years

Recognized by G.I. Jobs as a Military Friendly Employer for the 15th consecutive year

Additional G.I. Jobs awards received in 2025:

- Military Friendly Spouse
- Military Friendly Brand
- Military Friendly Supplier Diversity Program

2025 Talent Attraction Summary

\$8.7M

Invested in talent attraction efforts to reach prospective candidates

260+

Recruiting events attended in 2025

133,000+

Job applications received and processed

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Talent Attraction & Retention
Case Study



Workforce Relations Specialist Model Brings Retention Resources to Critical Facilities

To address frontline employee retention challenges, the organization piloted a Workforce Relations Specialist (WRS) model designed to resolve day-to-day personnel issues that commonly drive dissatisfaction and early attrition—such as payroll errors, scheduling conflicts, training gaps and communication breakdowns. Modeled after the UK’s HM Prison and Probation Service Workforce Manager role and through our internal Master Key

Leadership 400 project program, the WRS serves as a constant, visible presence inside facilities, available seven days a week and engaging employees across all shifts. The role focuses on direct problem ownership, rapid follow-up and consistent communication, ensuring employees receive status updates within 24 hours and resolution within 48 hours whenever possible. Importantly, the WRS does not replace facility leadership or make HR or

operational decisions, but instead partners closely with HR, operations and facility leaders to ensure issues are addressed end-to-end.

The model was initially piloted in Arizona and at our Trousdale Turner Correctional Center, leveraging Facility Support Center resources. In Q4, the pilot was successfully expanded to include our Northeast Ohio Correctional Center with plans to evaluate

further expansion to other critical facilities. Early implementation emphasized frequent engagement with new hires during pre-service training, on-the-job training, and the first 90–120 days post-graduation, as well as bi-weekly touchpoints with all staff groups—not just correctional officers. Data collection is central to the approach, with pulse surveys, issue trackers, daily verbal reports and weekly written summaries enabling leadership to identify patterns

and proactively address systemic issues. By combining constant facility presence, disciplined follow-through and structured data reporting, the Workforce Specialist model creates a practical, scalable retention intervention grounded in frontline experience and rapid problem resolution.

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Compensation & Benefits



Total Rewards: Investing in Our Workforce

At CoreCivic, our Total Rewards philosophy demonstrates our commitment to attracting, developing and retaining a skilled workforce that serves our government partners and positively impacts the lives of those in our care. We recognize our people as our greatest investment and strive to provide comprehensive, competitive compensation and benefits.

Our Total Rewards framework includes competitive wages, paid time off, retirement contributions, health benefits, wellness programs and opportunities for training and leadership development. These programs are designed to meet the diverse needs of our employees while ensuring compliance with federal, state and contractual requirements.

In 2025, we provided wage increases to all facility and corporate employees not already covered under federal contract wage. These efforts reinforce our commitment to fair compensation, workforce retention and employee well-being.

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Compensation & Benefits
Highlight

Our Benefits Strategy: Simple, Affordable and Meaningful

In 2025, CoreCivic strategically streamlined our benefits portfolio to focus on high-impact offerings that deliver the greatest value to the majority of employees, ensuring cost efficiency while enhancing overall employee experience. This optimization resulted in no increases to medical plan premiums for 2025 and included a simplified enrollment booklet, passive enrollment, design enhancements to our medical plan and an improved Employee Assistance Program. Our approach centers on providing benefits that support our strategy to remain competitive, cost-effective and valuable to our employees, reinforcing our commitment to their well-being and financial security.

for the second consecutive year. Our comprehensive benefits package includes medical, dental, and vision coverage at multiple affordability levels, life and AD&D insurance, a 401(k) retirement plan with a market-leading company match, paid time off, employee assistance and advocacy programs, relocation assistance and earned wage access.

By focusing on benefits that matter most, CoreCivic ensures our programs remain meaningful, affordable and simple—supporting our workforce with offerings designed to enhance well-being, financial security and career growth.

Looking ahead to 2026, CoreCivic will maintain flat employee medical premiums



The Journey Program

CoreCivic's Journey Program is designed to recognize and incentivize new correctional officers for achieving key milestones early in their career. In 2025, the program expanded to include four facilities in Tennessee and three facilities in Georgia, building on its success and reach.

Key Features:

- Applies to full-time correctional officers at select CoreCivic facilities in Tennessee and Georgia.
- Employees receive scheduled increases to their base salary upon completion of 6, 12, 18 and 24 months of service.
- New hires with prior correctional experience are eligible for higher starting rates and participation in The Journey.
- The program provides predictable, milestone-based pay progression over the first two years, supporting retention and rewarding career development.

Purpose and Impact:

The Journey Program demonstrates CoreCivic's commitment to investing in employees' growth and recognizing their contributions. By offering structured pay increases and career incentives, CoreCivic aims to foster long-term careers and enhance retention among correctional officers.



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Training & Leadership Development

We understand the importance of making long-term investments in our people, and that's why we take a holistic approach to learning and development opportunities. Our programs help prepare employees to succeed in their current roles and grow into their future roles. For new and existing employees, we provide training that meets or exceeds ACA and government partner standards. In some cases, our state partners require additional, specific training academy standards that we meet as a part of our training governance. Many of the services our staff provide are subject to continuing education or training credits associated with specific certifications or licensures.



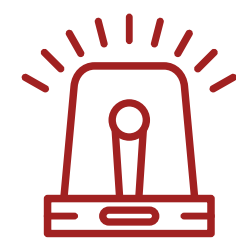
Pre-Service and On-the-Job Training for New Employees = **200 hours**



Clerical and Support Staff Orientation, On-the-Job and Annual In-Service Training = **40 hours for each category**



Annual In-Service for Current Employees = minimum of **40 hours per employee**



Specialized Response Team Training = **minimum of 32-70 hours**



Training Topics		
Safe Operations	Respectful & Humane Operations	
Facility safety	Cultural awareness	Inmate-resident grievances
CPR / first-aid	Communication and de-escalation	Prison Rape Elimination Act (PREA)
Emergency plans	Management of special populations	Restrictive housing
Opiate/opioid safety and response	Respectful workplace and workplace violence prevention	Code of ethics and human rights
Risk assessment	Stress management	Suicide prevention
Search procedures	Treatment counseling	Inmate-resident rights

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CoreCivic University

CoreCivic University (CCU) is CoreCivic's internal corporate university that delivers tailored development based on skills critical to success at the respective participant's employment level or function. CCU delivers these programs regularly through partnerships with industry experts, learning institutions and career learning and development professionals. Within the university sits three separate colleges:

The College of Leadership

With a goal of building the "leadership bench" within the enterprise, the College of Leadership is designed to concentrate on the concepts, tools and models needed to solve today's workplace and business challenges.

Within the College of Leadership sits our CoreCivic Leadership Experiences and Rotation Program (CLEAR). This is a rotational leadership program designed to provide participants with in-depth experiences, on-going mentorships and targeted training across a wide range of business areas within the company to develop a pipeline of future facility-level leaders.

In 2025, 88 percent of participants who entered the CLEAR program in 2024 were successfully placed into facility level leadership roles, demonstrating the effectiveness of our

leadership development and talent pipeline strategy. The remaining participants were formally identified within facility-level leadership succession plans and will continue targeted development until placement.

The College of Operations

The College of Operations focuses on providing an in-depth, complex understanding of the various factors and functions that can impact a facility's operations. Leaders are exposed to concepts and scenarios that sharpen their skillsets, enabling them to make informed decisions that drive the right results.

In 2025, we continued our delivery of expanded operational academies. The primary objective of these academies is to equip our frontline leaders with the skills and knowledge needed to excel in their operational roles.

The College of Business and Professional Skills

The College of Business and Professional Skills aims to equip our staff with the knowledge and skills needed to succeed in a business environment. In collaboration with various industry experts and private institutions, we have developed and delivered a wide range of courses designed to address the most crucial aspects of the business.

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Training & Leadership Development
Case Study

Reality-Based Training Equips New Team Members for Success on the Job

CoreCivic is dedicated to giving staff the training needed to not only carry out their job functions but do their job to the best of their ability in environments where safety and decision making go hand in hand. With this idea in mind, the Learning & Development (L&D) team rolled out a new Reality-Based Training initiative.

Through a role-based curriculum, this in-person training approach helps frontline staff experience real-life scenarios that prepare employees for the challenging situations they may face on the job. Reality-Based Training is an integral part of the Operational Supervisor academy as well as the activation of Dilley Immigration Processing Center, Midwest Regional Reception Center, California City Detention Facility, West Tennessee Detention Center, Diamondback Correctional Facility and future facility activations or reactivations.

This is a research-based program, where L&D team members at the Facility Support Center attended a weeklong training prior to the pilot program and initial implementation. The program vendor, Ken Murray, and his book, "Training at the Speed of Life," encourages positive motivation in a learning and high stress environment, prompting trainees to think through the process, the decision they made and most importantly, the "why" behind their decision.

L&D is taking a strategic approach to rolling out this program following a successful pilot period. While this program is currently available at select CoreCivic facilities and to the Special Operations Response Team (SORT) and Critical Incident Response Team (CIRT), L&D plans to implement this training into the pre-service schedule at other CoreCivic facilities.



"It's really nice to have this kind of approach to scenarios where an individual can go through things and react, even in critical situations."

Randy Delgado,
Resident Supervisor



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Human Rights



We recognize the inherent dignity of every person and the benefits of promoting a culture of individual respect. As stated in our human rights policy, respecting the rights of residents and employees is fundamental to our mission and a core component of the ethical framework that governs our business

and operations. Our unique mission introduces human rights risk on a scale and reach that few other companies encounter, with impacts occurring at the individual and systemic level for both the short- and long-term. We acknowledge human rights allegations and public controversies

concerning our facility operations. We encourage readers to access our [website](#) for more details on our human rights policy and to learn more about our commitment to provide safe and secure operations, quality health services and a positive work environment.



Residents

Maintain detailed policies and procedures that promote and protect resident rights

Train all security personnel on human rights risks in our industry before interacting with residents and on an annual basis thereafter

Provide grievance mechanisms for residents, friends and family members to report issues

Audit and monitor performance against key industry-specific obligations

Engage with external stakeholders on human rights issues impacting the residents in our care



Employees

Maintain detailed policies on employee rights

Train all employees annually on harassment and discrimination policies

Deliver targeted communications promoting a respectful workplace and commitment to human dignity and respect in our facilities

Maintain grievance mechanisms for reporting concerns and prohibit retaliation

Apply investigative and disciplinary resources to enforce rights

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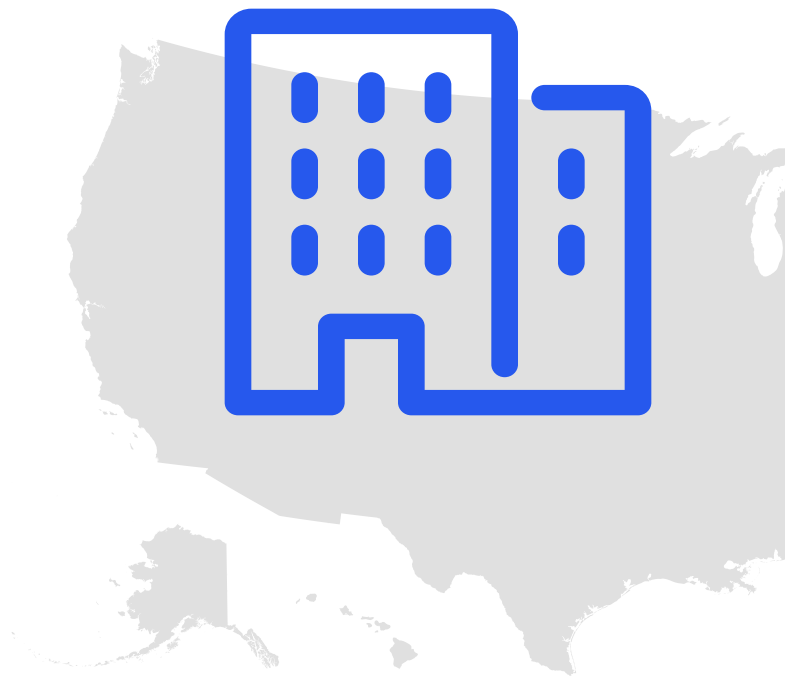
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Human Rights Facility Consultations

Summary of 2025 on-site human rights consultation work



Corporate Strategic Goal: On-site human rights consultations and training

Complete at least 10 on-site human rights consultations and provide live, on-site human rights training to facility leadership teams at newly activated facilities and those accepting significant increases of immigration detainees.



Key Topics Explored During Consultations and Workshops

- Physical Safety
- Respectful Communication
- Physical Conditions of the Facility
- Access to Health Services
- Food / Commissary Quality
- Access to Legal Services
- Recreation and Leisure
- Access to Communication with Family
- Staff Training
- Personal Property
- Restrictive Housing
- Use of Force
- Staff and Detainee Accountability

Focus & Approach	Objectives
<p>Focus Identify potential human rights flashpoints and build a cultural commitment to respecting human dignity.</p>	<ul style="list-style-type: none"> • Assess site-specific risks and potential flash points • Promote a shared understanding of dignity and respect in the facility • Explore identified flashpoints with facility leadership and share ideas on how to mitigate • Exchange ideas with leadership staff on how to align human rights messaging with day-to-day activities and interactions • Review compilation of observations across facilities consulted to refresh enterprise-wide human rights impact assessment on an annual basis
<p>Approach Conduct interviews with residents and staff to gauge understanding of, and commitment to, human rights in the facility.</p>	

Review several types of background documents indicating performance and risks unique to a facility, such as grievances, audit results and climate surveys.

Conduct interviews with a representative sampling of residents and staff over multiple days to elicit feedback on human rights flashpoints.

Analyze interview feedback and prepare leadership workshop materials based on observations and themes arising during interviews.

Facilitate discussion with facility leadership staff to explore identified flashpoints and share ideas on how to mitigate risk and promote a more humane culture.

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Employee Health & Safety

Maintaining the health and safety of our employees is a paramount concern for our business. We are dedicated to providing a secure working environment through our comprehensive team safety program and associated company policies. Our corporate safety department supports facility-level safety managers and authorities, striving to be the leading fully integrated health, safety and environmental team in the industry.

According to the U.S. Bureau of Labor Statistics (BLS), the correctional facilities sector had an average Total Recordable Incident rate of 7.7 in 2023. CoreCivic has consistently achieved a significantly lower rate, demonstrating our commitment to surpassing industry standards.

Our team's safety program is designed to address the unique security and safety needs at each facility. Every CoreCivic Safety location appoints a safety manager who completes more than 80 hours of training courses their first year, followed by 50 hours annually. The safety manager conducts facility safety inspections and provides Teams Safety training for new staff. In addition, the safety manager forms a safety committee consisting of several representatives. This committee shares information and evaluates how well the program works. The facility safety manager also investigates workplace incidents, logs data into a central system, determines root causes and records corrective measures taken.

Work-Related Injuries and Illness

	2023	2024	2025
Work-related fatalities	0	0	0
High-consequence work-related injuries / rate	59/0.53	19/0.17	36/0.31
Work-related injuries / rate	378/3.71	467/3.92	596/5.06
Number of hours worked	22,440,181	23,059,278	23,534,746

* Rates calculated on a 200,000 hour rate basis
 * Industry standard for average recordable incident rate is 7.7 (BLS 2023)

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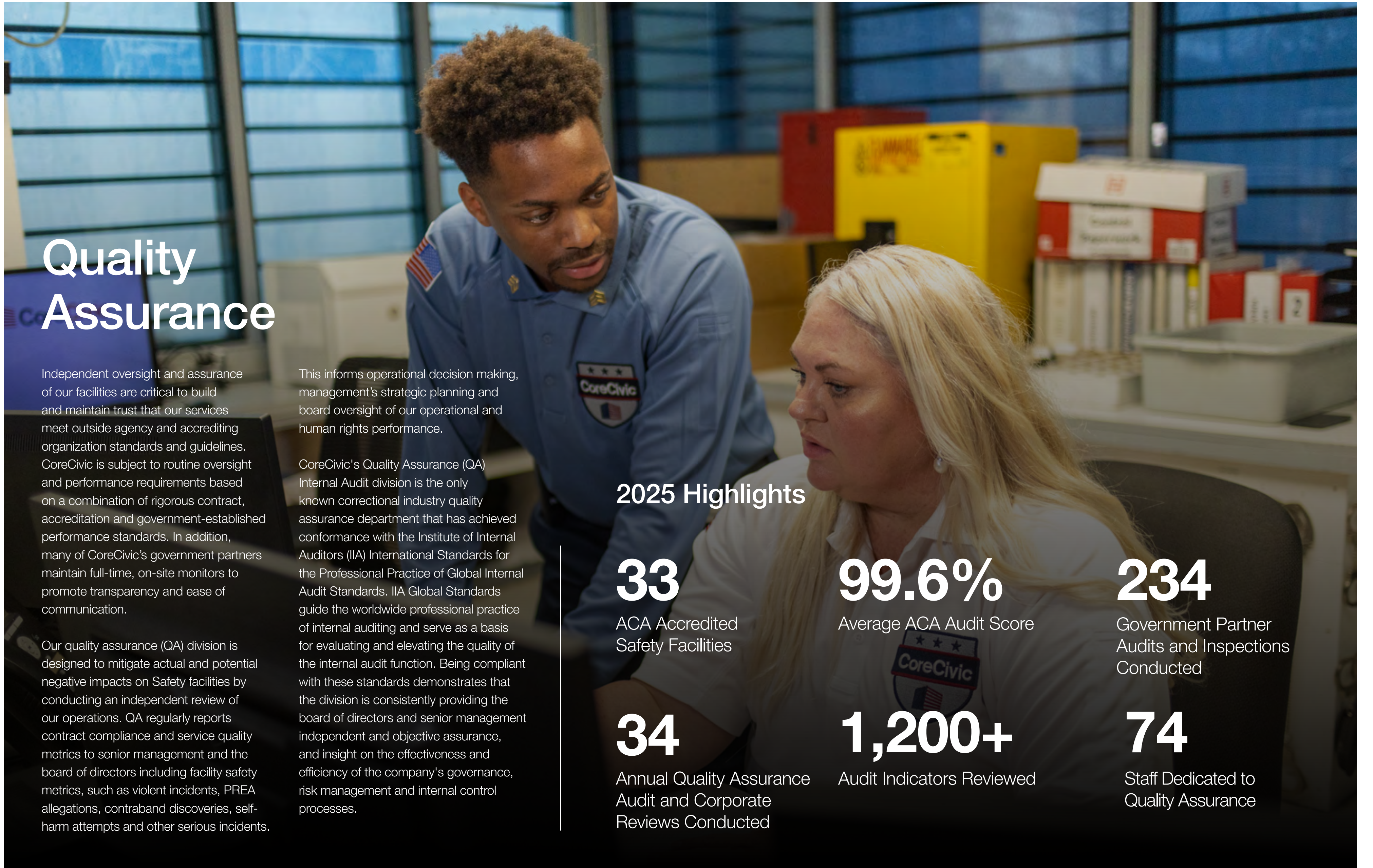
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Quality Assurance

Independent oversight and assurance of our facilities are critical to build and maintain trust that our services meet outside agency and accrediting organization standards and guidelines. CoreCivic is subject to routine oversight and performance requirements based on a combination of rigorous contract, accreditation and government-established performance standards. In addition, many of CoreCivic's government partners maintain full-time, on-site monitors to promote transparency and ease of communication.

Our quality assurance (QA) division is designed to mitigate actual and potential negative impacts on Safety facilities by conducting an independent review of our operations. QA regularly reports contract compliance and service quality metrics to senior management and the board of directors including facility safety metrics, such as violent incidents, PREA allegations, contraband discoveries, self-harm attempts and other serious incidents.

This informs operational decision making, management's strategic planning and board oversight of our operational and human rights performance.

CoreCivic's Quality Assurance (QA) Internal Audit division is the only known correctional industry quality assurance department that has achieved conformance with the Institute of Internal Auditors (IIA) International Standards for the Professional Practice of Global Internal Audit Standards. IIA Global Standards guide the worldwide professional practice of internal auditing and serve as a basis for evaluating and elevating the quality of the internal audit function. Being compliant with these standards demonstrates that the division is consistently providing the board of directors and senior management independent and objective assurance, and insight on the effectiveness and efficiency of the company's governance, risk management and internal control processes.

2025 Highlights

33

ACA Accredited Safety Facilities

99.6%

Average ACA Audit Score

234

Government Partner Audits and Inspections Conducted

34

Annual Quality Assurance Audit and Corporate Reviews Conducted

1,200+

Audit Indicators Reviewed

74

Staff Dedicated to Quality Assurance

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Supply Chain and Supplier Diversity

Supply chain management primarily impacts the residents and employees in our facilities through consistent access to goods and supplies needed for daily living. Having a robust supplier qualification process helps protect the organization and those in our care from supply chain disruptions, reduces the risk and impact of cybersecurity incidents and third-party data breaches, and ensures that the vendors we do business with share our values. We also have the ability to positively impact our business partners, particularly small businesses and those from underserved communities. We combine support for diverse and small businesses with our desire to provide our government partners with the best possible cost-effective service delivery while utilizing the highest quality products through our Diversity Business Inclusion (DBI) program. Our continued effort in this area serves as an asset to the business communities within the individual states in which we contract with our government partners, as well as broadens our positive impact on the communities in which we operate.

CoreCivic partners with external agencies that collaborate with and assist diverse businesses and contribute to local organizations providing sponsorships to small business entrepreneurs. This, in turn, helps connect our facilities to the community as a dependable, reliable business partner that is seen as an economic asset beyond being a large employer.



2025 Annual Diversity Spend Summary

27.4%
spend on all small businesses

\$1.3M+
Total Spend On All Small Businesses

\$1.37M
Veteran-Owned Spend

\$2.92M
Minority-Owned Spend

\$44.1M+
Women-Owned Business Spend

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Cybersecurity

Cybersecurity threats pose ongoing risks to business systems and the personal information of our residents and employees. CoreCivic utilizes a defense-in-depth security strategy to establish variable security barriers across the multiple layers and missions of our operations. Our policies and procedures that govern information security and cybersecurity apply to all employees and information systems that CoreCivic manages.



Policies and procedures are reviewed annually to reflect the current threat environment, regulatory compliance requirements and industry guidance. All employees are required to complete routine training. We also engage third parties in connection with assessing, identifying and managing our cybersecurity risks. In addition, we regularly engage consultants, advisors, services providers and others to help develop and manage our information security risk management program.

CoreCivic's framework includes an Architect Review Board and Change Control Committee to review all new software before implementation. Additionally, CoreCivic has established the Data Governance and Artificial Intelligence (AI) Committees to improve data security, utilization of AI tools and ensure policy compliance for any data and AI initiatives. These committees review our AI strategy, tools and software on a quarterly basis.

Defense-In-Depth Cybersecurity Strategy

- **Perimeter Security** – Firewalls, secure DMZ, remote access monitoring and email security
- **Network Security** – Network access control and content filtering
- **Endpoint Security** – Endpoint protection, configuration management, and antivirus
- **Identity Access Management** – Multi-factor Authentication, Privilege Access Management
- **Data Security** – Access management and database, file transfer and back-up encryption, as well as data governance
- **Risk Management and Compliance** – NIST 800-53 Cybersecurity Framework, Sarbanes-Oxley and internal policies and procedures
- **Application Security** – Database activity monitoring, secure file transfer protocols and application firewalls


Information Security Risk Management and Threat Mitigation


Our information security risk management program is integrated into our overall risk management program. Our board of directors has a formalized enterprise risk management program (ERM), which the risk committee of the board of directors oversees. Our ERM Program addresses the identification, prioritization and assessment of a broad range of risks (e.g., cybersecurity, financial, operational, business, reputational, governance and managerial) and the formulation of plans to develop and improve controls for managing these risks or


mitigating their effects in an integrated effort involving our board of directors, relevant committees of the board of directors, management and other personnel. Our board of directors and the risk committee of the board of directors have primary oversight responsibility regarding our information security risk management program. They receive regular and frequent updates on cybersecurity and information technology matters from management (including our chief information and digital officer (CIDO), and, periodically, from outside experts.


We also have a technology cybersecurity committee which is comprised of a subset of our technology department, including our CIDO. The technology cybersecurity committee meets bi-weekly and reviews all cybersecurity risks and incidents meeting certain criteria.


We seek to mitigate cybersecurity risks and potential negative impacts through activities such as the following:


- 

Security Monitoring
24/7/365 threat monitoring
- 

Standardized Practices
Conformance to industry-recognized standards
- 

Routine Evaluation
Incident response exercises and recovery tests
- 

Vulnerability Scans
Routine threat review and self-evaluation, supplemented on an ad-hoc basis for specific threats or to test patch status
- 

Audit Logs
Routine review of detected threats
- 

Training
All employees and select third parties receive training, including social engineering, privacy and other related topics

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Ethics & Compliance

CoreCivic's ethics and compliance department is designed to follow best-practice principles, aiming to develop and deliver an effective program. Our program adheres to guidelines from the Federal Acquisition Regulation and the U.S. Department of Justice's "Evaluation of Corporate Compliance Programs," among other resources. It undergoes periodic

assessments, which have led to changes such as establishing an independent structure for the department. The company's executive ethics and compliance committee and the board of directors' risk committee also contribute to the program evaluation by providing feedback and direction on strategic priorities.



Policies & Code of Ethics

CoreCivic's code of ethics serves as a framework for integrity and exhibiting our values in what we do. Our code and policies address special commitments and rules applicable to our industry and status as a public company. For example, we maintain policies and procedures to prevent and detect misconduct related to corruption, fraud, bribery and kickbacks. We also provide protections against reprisals for anyone reporting misconduct in good faith.



The ethics and compliance office:

Administers the CoreCivic ethics line and resident concern line

Provides guidance regarding the CoreCivic code of ethics and ethics policies

Conducts annual CoreCivic code of ethics training

Maintains risk ownership and regulatory compliance tracking registers that inform risk-based training and education for targeted audiences

Produces company-wide communications through a variety of channels

Administers the ethics liaison program at our facilities

Manages employee conflict of interest disclosure and clearance processes

Conducts bribery/corruption risk assessments and delivers anti-corruption trainings informed by assessment findings



About the CoreCivic Ethics Line

- CoreCivic's Ethics Line (EL) serves as an employee resource while the Resident Concern Line (RCL) serves residents' loved ones and community members to raise issues or voice concerns.
- Separate from other employee, resident and community grievance mechanisms.
- Widely publicized resource promoted via facility posters, employee onboarding, routine E&C communications and annual ethics training materials.
- Available 24/7/365 by web and phone.
- Report intake operated independently by a third-party to ensure anonymous reporting options.
- Review and follow-up conducted by E&C personnel as appropriate based on the nature of the report.
- Policy-defined elements of the program include topics such as investigation escalation criteria, confidentiality requirements and non-retaliation.
- Routine analysis of EL and RCL data informs E&C programming, such as employee training curriculum and human rights assessments.

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Ethics & Compliance Highlight 2025

CoreCivic's Updated Code of Ethics - Affirming Our Values and Commitment to Treat Everyone with Dignity and Respect

Our industry and the world around us have greatly evolved over the past decade. Since our Code of Ethics was last published, CoreCivic has undergone significant transformations as the environment in which we operate also continues to evolve. We recently updated our Code of Ethics to better reflect our values in today's world and transition the Code of Ethics into a fully digital format.

Over the past year, a cross-functional team comprised of CoreCivic staff, including individuals from the frontline, TransCor, Recovery Monitoring Solutions (RMS) and the Facility Support Center, as well as outside compliance experts, worked together to create the digital Code of Ethics. The result is a Code of Ethics that is clear, relevant and easily accessible.

The updated Code of Ethics reinforces human rights, our P.R.I.D.E. values, and our commitment to treating everyone with dignity and respect. By connecting our ethical standards with everyday work, we aim to ensure that all members of our organization are equipped to make decisions that uphold the integrity and mission of our company.

Our Code of Ethics is a guide to help individuals make ethical decisions every day. It provides a values-based framework intended to steer employees through any scenario they may face, along with more specific guidance on selected ethics topics.



“If we are going to deliver on our mission, then upholding our values and protecting human rights must come first,” said Patrick Swindle, president and CEO, CoreCivic. “It is the foundation upon which our ability to better the public good is built.”

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Community Engagement and Support

In 2025, CoreCivic continued to prioritize community engagement and support as a cornerstone of our mission. Our charitable giving efforts range from monetary donations to supply drives, as well as hands-on community volunteer efforts. CoreCivic employees can participate in using company provided volunteer time off (VTO).

We have undertaken numerous initiatives aimed at fostering positive relationships with the communities in which we live and work. This includes the utilization of our facility Community Relations Committees (CRCs), charitable contributions, partnerships with local organizations to address critical issues and employee volunteer efforts. CRCs are comprised of facility staff, elected officials, law enforcement officers, community leaders and neighbors offering a forum to voice concerns and provide updates on operational activities and developments.

CoreCivic Foundation

The CoreCivic Foundation is a public, 501(c)(3) nonprofit foundation benefiting charitable organizations that support justice-involved individuals, victims of crime and abuse, and at-risk youth. It is governed by a set of by-laws enforced by the board of directors, with input from an internal advisory committee. The board meets annually and as needed throughout the year to review fundraising and grant application data and vote on action items. Operations are subject to an annual external, independent audit conducted in accordance with industry-recognized auditing standards. Audit results are communicated to the foundation board of directors via the board treasurer.



2025 CoreCivic Giving by the Numbers:

Corporate Giving
\$1.9M

Foundation Giving
\$1M

Facility Giving
\$266,569

United Way Giving
\$646,387

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Community Engagement and Support Highlights



FOUNDATION

Annual CoreCivic Foundation Golf Classic Raises Record \$1,000,000

The CoreCivic Foundation held its 34th Annual Golf Classic on Oct. 2 in Old Hickory, Tennessee. The tournament raised \$1,000,000, almost double the proceeds from the 2024 event. These record-breaking funds were distributed to 73 nonprofit organizations who align with the Foundation's mission to support justice-involved individuals, victims of crime and abuse and at-risk youth.

EMPLOYEE SPOTLIGHT

Sharing Food and Books in Bolivar, TN



Currisma Robinson, a finance manager at CoreCivic's Whiteville facility, launched a community effort to install a little library and blessing box filled with food and supplies for those in need in the small town of Bolivar, TN. She believes these two new resources will give many in her community the chance to both give and receive. "The whole goal



is to give and when you give, you definitely receive. These boxes are putting smiles on people's faces, helping those who are in need or those who just want to give. Everyone will have an opportunity to give and receive and to spread more love, spread more joy around the community and the community beyond," said Robinson.

BACK TO SCHOOL

Supporting Student Success: CoreCivic Celebrates Back-to-School Season with Supply Drives



CoreCivic employees nationwide host and participate in school supply drives to equip local students with the tools they need for a successful year.

CoreCivic facilities collected and distributed thousands of donated school supplies.



PATRIOT PACKAGES

CoreCivic Facilities Support Our Troops Through the Patriot Package Program

In 2025, several CoreCivic facilities participated in the Patriot Package Program. Employees donate items including personal hygiene products, snacks and office supplies which are then packaged and sent to an active-duty service member. As a recognized Veteran-Friendly Employer since 2007, CoreCivic embraces opportunities to support and show appreciation for those serving in the military.



HOLIDAY GIVING

CoreCivic Facilities Give Back During the Holiday Season

Every year, CoreCivic facilities across the country participate in holiday giving activities. This includes toy drives and donations for local children in need and food drives for neighbors who may be struggling. CoreCivic employees also give their time to help distribute goods and support nonprofit organizations.

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Political Activity



We are committed to providing accurate, responsive information to the public, and we are always open to constructive discussions about the challenges facing the criminal justice system.

The framework of our political activity and policy advocacy work is to educate government officials at all levels about challenges and trends within the criminal justice system and CoreCivic's small but valuable role as a dependable solutions provider. As a private provider of public services, we are committed to doing business with integrity and in support of the public good. Since 2013, we have publicly disclosed political contributions and lobbying activities on our [website](#). Our commitments and management approach to this topic include:

- Long-standing prohibition on advocating for the basis or duration of an individual's incarceration or detention
- Advocacy for policies that will help people get their lives back on track and reduce recidivism, including reentry friendly "Ban the Box"
- Transparency through public disclosure of our government relations activities in our annual political activity and lobbying report
- Maintenance of political activity compliance procedures, such as corporate contributions, lobbying, and personal political activity guidance to avoid conflicts of interest
- Application of anti-corruption procedures to avoid unlawful gifts or gratuities and promote compliance with anti-corruption laws
- Compliance oversight, which is provided by our offices of general counsel and ethics and compliance, while review of our political and lobbying activities are provided by our board's nominating and governance committee
- Deliver targeted training and communications on our policies and associated risks

CoreCivic prioritizes targeted support of state and federal legislation aimed at reducing recidivism and removing barriers to reentry for returning citizens.



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Corporate Governance



CoreCivic's majority-independent board of directors governs the company, and its members bring a strong mix of experience, knowledge, skill and perspective gained from diverse professional backgrounds and life experiences. When nominating and selecting members, we consider many factors, such as skills, experience or expertise with human rights, and educational and professional background. CoreCivic holds a "3+" rating from 50/50 Women on Boards indicating that at least three directors are women.

Governance Highlights

- Majority director independence (91.7%*)
- Separation of chair and CEO roles
- Annual director elections
- 100% Independent Committees
 - Audit
 - Compensation
 - Nominating & Governance
 - Risk

Corporate Responsibility Strategy

Our corporate responsibility strategy involves multiple levels of the organization spanning several different initiatives throughout our operations. At the highest level, our board of directors engages with executive leaders on corporate responsibility topics and evaluates performance against corporate responsibility related goals. The risk committee provides oversight of corporate responsibility reporting matters, while each standing committee shares oversight of topics consistent with the duties specified in each committee's charter.



Board Composition Updates

In 2025, Robert Dennis and Anne Mariucci notified the company of their intent not to stand for re-election as members of the Board of Directors and resigned from their positions at the annual meeting in May 2025. In addition, Dawn Smith, Stacey Tank and Nina Tran were appointed as independent members of the Board of Directors in March 2025.

A photograph of a wooden covered bridge in a rural setting. The bridge is made of dark wood and has a gabled roof. A large yellow sign above the entrance reads "11'-4\"/>

Conneaut Creek
State Wild and Scenic River

11'-4"

10'-10"

10'-10"

BRIDGE
WEIGHT LIMIT
8 TONS PER AXLE
16 TONS GROSS

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Environmental Performance

Delivering sustainable, long-term value to our stakeholders includes how we manage our environmental impacts and performance. We aim to manage environmental impacts while continuing to deliver quality services in clean, safe and comfortable environments for our residents and staff. We prioritize management of our utilities consumption to control financial and environmental impacts from our facility operations. We also continue to develop internal mechanisms to track and mitigate potential negative impacts of climate risk in the regions where we operate. Environmental activities highlighted on this page, together with our Task Force on Climate-related Financial Disclosure (TCFD) Index, detail our management approach to these environmental priorities.



Scope 1 & 2 GHG Emissions (metric tons CO₂e)	2023	2024	2025
Scope 1	42,148	47,432	59,650
Scope 2 (location based)	77,072	78,921	76,399
Water and Waste Metrics			
Water (Gal)	1,811,681,288	1,790,688,146	1,959,663,116
Waste (Tons of Refuse)	15,744	13,598	19,752

Environmental Activities

We maintain policies and procedures to help mitigate our environmental impact, including:



Policy requirements to examine recycling, energy/water conservation, pollution reduction and renewable energy alternatives.



Monthly utility reduction goals at corporate and facility-specific levels.



Utility management software database for information gathering, storage and reporting.

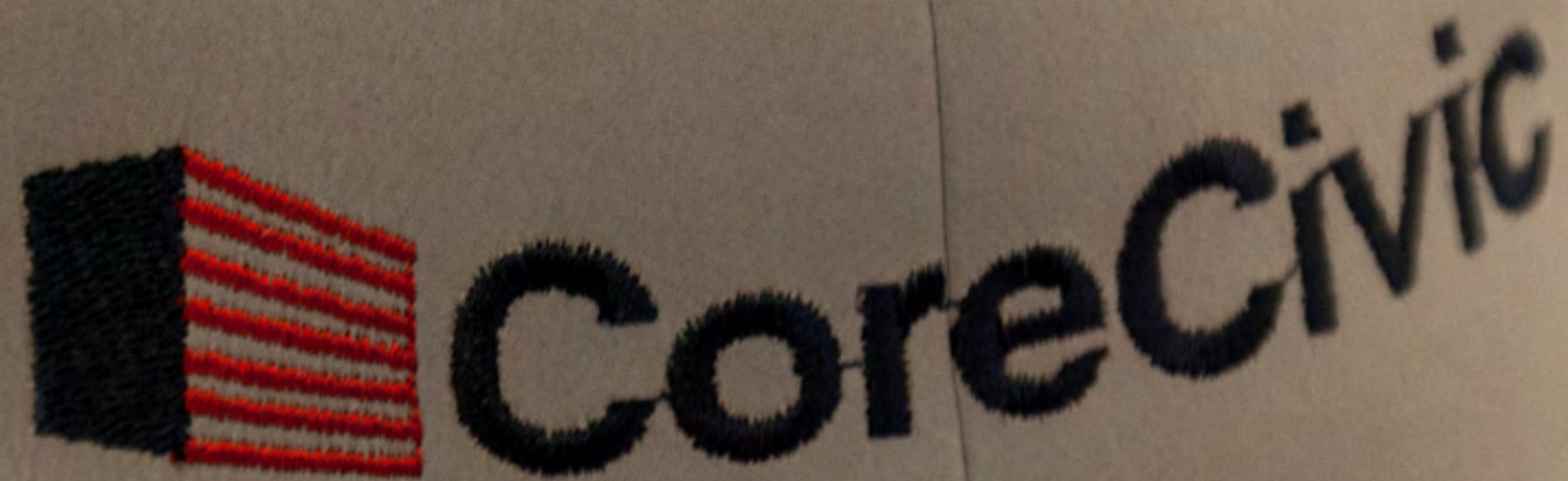


Compile and share weekly utility usage data/share monthly reports with operational leaders.



Report progress on energy conservation measures quarterly to the board of directors.





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Appendix Notable Memberships, Partnerships, Honors

Associations

- Advancing Women in Nashville (AWIN)
- Aesculapian Medical Society
- American Correctional Association (ACA)
- American Probation and Parole Association (APPA)
- Association of Women Execs in Corrections (AWEC)
- Coalition on Adult Basic Education
- Convergence (Reentry Ready)
- Correctional Leaders Association (CLA)
- Ethics & Compliance Initiative
- International Corrections and Prisons Association (ICPA)
- International Criminal Justice Association (ICJA)
- National Association of Blacks in Criminal Justice
- National Association of Reentry Professionals (NARP)
- National Black Chamber of Commerce
- National Center for Construction Education & Research
- National Commission on Correctional Health Care
- National Minority Supplier Development Council - Tristate Affiliate
- Nashville Compensation Roundtable
- North American Association of Wardens & Superintendents (NAAWS)
- Society for Human Resources (SHRM) - National and TN Chapters
- Tennessee College of Applied Technology (TCAT)
- The Conference Board (TCB)
- U.S., Nashville Area, and Other State & Local Chambers of Commerce
- Women's Business Enterprise National Council - Southern Regional Affiliate

Partnerships

- 2nd Opportunity
- 4th Purpose Foundation
- A Soldier's Child
- Acceleron
- ACCI

- Acivilate
- Alcoholics Anonymous (AA)
- All Things
- Arise Foundation
- Ashland University
- Auburn University's Canine Performance Sciences Program
- Bill Glass Behind the Walls
- B.R.A.V.E. Effect
- Brewton Parker College
- Canine Companions for Independence
- Carey Group
- Celebrate Recovery
- Center for Employment Opportunities (CEO-Tulsa)
- Change Companies
- Charlie and Hazel Daniels Veterans and Military Family
- Center (Daniels Center)
- Choices
- Collie Dawg Music
- Compassion Prison Project
- Cornbread Hustle
- Courage for Life
- Creative Hope
- Crossroads Prison Ministry
- David Gethers, DAG Speaks
- Deep Heart
- Dismas House
- DREAMi
- Elijah's Heart
- Ending Recidivism Alliance
- Escape the Odds
- Essential Education
- Find Help
- Free to Love Coaching
- FuelED
- GED Testing Service
- God Behind Bars
- Grossmont Community College
- HiSET
- Home Builders Institute
- Hustle 2.0
- iCEV
- Interplay Learning
- Jenkins County K911 Rescue

- Joni and Friends Wheels for the World
- Job Site Ready
- Kardell Sims
- Keidrian Brewster
- Life Empowerment Enterprises
- Listening is Key
- Manasseh Publishing
- MaxxContent
- Men of Valor
- Motivo
- National Incarceration Association
- Ocone Fall Line Technical College
- Operation Hope Prison Ministry
- Operation New Hope's Ready 4Work Program
- Our Journey
- Persevere
- Philippi Prison Ministry
- Pivot Tech
- Plant Your Energy
- Prison Alliance
- Prison Fellowship Reading Legacies
- R1 Learning
- Reboot Recovery
- Rebound Employment
- Reentry Coaching Academy
- Standing with Hope
- Shining Light
- Simply Coding
- Teknimedia
- Tennessee Prison Outreach Ministry
- Tennessee Voices for Victims
- The Education and Employment Ministry
- The Felon's Guide
- The Frederick Douglass Project for Justice
- The Table
- Untapped Solutions
- WeBuild
- Wiregrass Georgia Technical College

Awards

- 50/50 Women on Boards - 3+ Rating
- Military Friendly Employer - Gold Level
- Military Friendly Spouse Employer
- Military Friendly Supplier Diversity Program
- Military Friendly Brand



NAAWS Warden of the Year

Rusty Washburn, CoreCivic Managing Director of Operations, received the North American Association of Wardens and Superintendents (NAAWS) 2025 Warden of the Year award.

The award recognizes a warden or correctional leader who has gone the extra mile to solve problems in their organization, involve themselves in the community and local organizations, and mentor in the development of others. Washburn is well-known for his exceptional leadership, impactful role in the community and his deep love and appreciation for his family and friends.

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Appendix GRI Content Reference Index

CoreCivic has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025.

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION OR REASON FOR OMISSION
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Form 10-K , Page 7
	2-2 Entities included in the organization's sustainability reporting	Form 10-K , Exhibit 21.1 - List of Subsidiaries of CoreCivic
	2-3 Reporting period, frequency and contact point	About This Report, Page 2
	2-4 Restatements of information	N/A
	2-5 External assurance	No external assurance provided at this time
	2-6 Activities, value chain and other business relationships	Primary Impacts, Page 6 Supply Chain & Supplier Diversity, Page 39 Form 10-K , Page 48
	2-7 Employees	Form 10-K , Page 34-36 GRI 2-7(a) data omitted due to legal prohibitions. See Executive Order (EO) 14173 , U.S. Attorney General memorandum and U.S. Office of Personnel Management (OPM) guidance documents for details.
	2-8 Workers who are not employees	CoreCivic utilizes non-employees for some on-site services, primarily in the delivery of health services and food services. Approximately 242 licensed doctors, dentists and nurse practitioners are employed separately through a professional employer organization (PEO) for regulatory purposes. Approximately 24 licensed practical nurses, 88 registered nurses, 32 mental health coordinators, two dental assistants, one dentist and one nurse practitioner provided contract services in 2025. Our food service contractors employ approximately 503 individuals that work full-time in our facilities.
	2-9 Governance structure and composition	2026 Proxy Statement , Page 9-19
	2-10 Nomination and selection of the highest governance body	2026 Proxy Statement , Page 24-33
	2-11 Chair of the highest governance body	2026 Proxy Statement , Page 9-10
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance, Page 46 2026 Proxy Statement , Page 9-19 Our executive leaders oversee the implementation and performance of corporate strategic goals, which are tracked through our strategic management goals and objectives program. Compensation for our executive leadership team is tied to corporate responsibility related goals identified in our corporate strategic plan.
	2-13 Delegation of responsibility for managing impacts	Corporate Governance, Page 46 2026 Proxy Statement , Page 11
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance, Page 46 2026 Proxy Statement , Page 21-22
	2-15 Conflicts of interest	2026 Proxy Statement , Page 15-20
	2-16 Communication of critical concerns	Ethics & Compliance Program, Page 41
	2-17 Collective knowledge of the highest governance body	Corporate Governance, Page 46 2026 Proxy Statement , Page 24-33
	2-18 Evaluation of the performance of the highest governance body	2026 Proxy Statement , Page 42-71
	2-19 Remuneration policies	2026 Proxy Statement , Page 37-85
	2-20 Process to determine remuneration	2026 Proxy Statement , Page 40-85
	2-21 Annual total compensation ratio	2026 Proxy Statement , Page 68-78

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General Disclosures

GRI 2: General Disclosures 2021

2-22 Statement on sustainable development strategy

Corporate Governance, Page 46
 Primary Impacts of Providing Justice-Related Services, Page 6
 Human Rights, Page 35
 Environmental Performance, Page 48

2-23 Policy commitments

Human Rights, Page 35
 Quality Assurance, Page 38
 Safe & Secure Operations, Page 10

2-24 Embedding policy commitments

Human Rights, Page 35
 Quality Assurance, Page 38
 Safe & Secure Operations, Page 10

2-25 Processes to remediate negative impacts

Human Rights, Page 35
 Ethics & Compliance Program, Page 41
 Quality Assurance, Page 38

2-26 Mechanisms for seeking advice and raising concerns

Ethics & Compliance Program, Page 41

2-27 Compliance with laws and regulations

[Form 10-K](#), Page 44-45
 Ethics & Compliance Program, Page 41
 The CoreCivic Ethics & Compliance department seeks to mitigate actual and potential negative impacts at the individual and systemic levels that could result from compliance failures. The independent department reports directly to our president and CEO and the chair of the risk committee of the board of directors.

2-28 Membership associations

Notable Memberships, Partnerships, Honors, Page 50

2-29 Approach to stakeholder engagement

Materiality & Stakeholder Engagement, Page 7

2-30 Collective bargaining agreements

[Form 10-K](#), Page 36

Material Topics

GRI 3: Material Topics 2021

3-1 Process to determine material topics

Materiality & Stakeholder Engagement, Page 7

3-2 List of material topics

Materiality & Stakeholder Engagement, Page 7

Market presence

GRI 3: Material Topics 2021

3-3 Management of material topics

Compensation & Benefits, Page 29
[2026 Proxy Statement](#), Page 42-85
 Through consistent pay and policy evaluation, CoreCivic corrects for unintended pay differences and where appropriate, adjusts for market competitiveness. Most of our roles are paid hourly based on fixed hourly rates. This highly structured framework helps to prevent excess managerial discretion in setting pay. Similarly, for CoreCivic's non-hourly employees, we use well-established pay bands for all roles, and pay is evaluated from the job offer and throughout the employment life cycle. During the application process, we avoid the use of compensation history when establishing starting pay for new hires.

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GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Compensation & Benefits, Page 29 2026 Proxy Statement , Page 77 Our average correctional/detention officer starting wage increased to \$23.23/hour and our median total compensation (other than our CEO) was \$61,782. Variable incentive programs for executives and leaders align with our strategic goals, which regularly include the employee experience, human rights, and other corporate responsibility related goals. We also consistently engage in collaborative discussions for those in our workforce represented by labor unions. See GRI 2-7 omission statement for legal prohibitions on information categorized by gender.
Procurement practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain & Supplier Diversity, Page 39
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain & Supplier Diversity, Page 39 The primary goods and services procured to support our operations include health and medical supplies, food services, commissary supplies, clothing, bedding, uniforms, telecommunications and facility maintenance items. We source our goods from throughout the U.S. and Canada, and approximately 11% are sourced from the state where the procuring facility operates.
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Political Activity, Page 45 Political Activity and Lobbying Reports
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Political Activity, Page 45 Ethics & Compliance Program, Page 41
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Performance, Page 48 We exclude non-owned facilities because we are limited in the types of energy conservation measures we can employ. The type of facility and its mission also play a large role in how utilities are consumed, and we organize our performance by facility type for the most meaningful year-over-year comparisons.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance, Page 48
	302-3 Energy intensity	Environmental Performance, Page 48
	302-4 Reduction of energy consumption	Environmental Performance, Page 48
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Compensation & Benefits, Page 29
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Form 10-K , Page 35 Talent Attraction & Retention, Page 27
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation & Benefits, Page 29
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Health & Safety, Page 37
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health & Safety, Page 37
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health & Safety, Page 37
	403-9 Work-related injuries	Employee Health & Safety, Page 37
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Form 10-K , Page 34 Training & Leadership Development, Page 31
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training & Leadership Development, Page 31
	404-3 Percentage of employees receiving regular performance and career development reviews	Form 10-K , Page 34

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Appendix GRI Content Reference Index

Diversity and equal opportunity

GRI 3: Material Topics 2021	3-3 Management of material topics	People & Culture, Page 25 Form 10-K , Page 34-35 CoreCivic policy prohibits harassment and discrimination on the basis of race, color, religious creed, sex, national origin, ancestry, age, physical disability, mental disability, medical condition, genetic information, gender identity, gender expression, sexual orientation, marital status, military or veteran status, or any other protected classification in accordance with applicable laws and regulations. We maintain multiple grievance mechanisms to report harassment and prohibit reprisals for reporting.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2026 Proxy Statement , Pages 24-32, 38-39 People & Culture, Page 25 See GRI 2-7 omission statement for legal prohibitions on information categorized by gender.

Forced or compulsory labor

GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights, Page 35
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, Page 35

Security practices

GRI 3: Material Topics 2021	3-3 Management of material topics	Safe & Secure Operations, Page 10 Quality Assurance, Page 38 Human Rights, Page 35 CoreCivic maintains a policy library that covers applicable operating procedures based on a partner's operational requirements, including grievance mechanisms and resolution of grievances for residents. We maintain channels of communication and feedback with our agency partners and local community groups to evaluate our approach and ensure that our services meet stakeholder needs. Our security-oriented operations are governed by external standards developed by organizations like the American Correctional Association (ACA) or by our government partners' own standards, such as the Federal Performance-Based Detention Standards. Our policies and operating procedures are also informed by corrections-specific laws such as the Prison Rape Elimination Act (PREA) and regulatory standards of general application like Occupational Safety and Health Administration standards.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Human Rights, Page 35 2026 Proxy Statement , Page 54

Local communities

GRI 3: Material Topics 2021	3-3 Management of material topics	Community Engagement & Support, Page 43 CoreCivic's corporate charitable foundation board meets annually and as needed throughout the year to review fundraising and grant application data and vote on action items. Operations are subject to an annual external, independent audit conducted in accordance with industry-recognized auditing standards. Audit results are communicated to the board of directors via the board treasurer.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement & Support, Page 43
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement & Support, Page 43

Public policy

GRI 3: Material Topics 2021	3-3 Management of material topics	Political Activity, Page 45
GRI 415: Public Policy 2016	415-1 Political contributions	Political Activity, Page 45 Political Activity and Lobbying Reports

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At CoreCivic, we are committed to embedding corporate responsibility considerations into our strategy and operations. We understand that ensuring long-term success means aligning our business with sustainable practices. We have prepared the following report aligned with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), outlining the climate-related risks faced by CoreCivic and our management process. This report highlights our progress to date.

Governance

Recommendation

Describe the board's oversight of climate-related risks and opportunities.

Our board of directors oversees the integration of corporate responsibility principles throughout our enterprise, including oversight of enterprise risk. Each committee has a specific alignment point, allowing for delegation of corporate responsibility topics among the committees. Each committee reports out to the full board on their specific responsibilities at least annually.

Audit Committee

Responsible for reviewing and overseeing our policies and practices regarding environmental and sustainability issues.

Risk Committee

Oversees the company's assessment and management of key enterprise risks, including the company's corporate responsibility reporting program and publication of the company's corporate responsibility report.

Nominating and Governance Committee

Oversees matters related to corporate governance, social responsibility, community interests, political activities, contributions and lobbying.

The audit committee has specific responsibility over environmental and sustainability issues, including climate-related topics. This includes preparing CoreCivic for compliance with applicable emerging regulations around climate reporting requirements. The audit committee receives regular reports on material corporate responsibility topics from our executive vice president and chief strategy officer. The risk committee has responsibility for our enterprise risk management (ERM) program and receives quarterly updates on each tracked risk. If climate-related risks are identified in the ERM risk identification process, they are reported via ERM program updates.

Describe management's role in assessing and managing climate-related risks and opportunities.

Climate-related responsibilities reside with several members of management.

CoreCivic maintains an enterprise risk council (ERC) comprised of individuals from senior management and chaired by our general counsel (GC). The purpose of the ERC is to oversee and guide CoreCivic's enterprise risk management program. The ERC is responsible for tracking and managing responses to each risk identified in our ERM process. The ERC also provides quarterly updates to the risk committee. Our executive vice president and chief strategy officer is the member of the council responsible for tracking our response to climate-related risks. Our senior director of ethics compliance assures coordinates with CoreCivic's facilities management team on climate/sustainability initiatives and reports periodically to the ERC on climate risk-related developments.

Multiple members of management make up our corporate responsibility steering committee which manages CoreCivic's corporate responsibility strategy. This committee is responsible for periodic reports to our board of directors on the status of CoreCivic's corporate responsibility programs and progress, including climate-related considerations. This team ensures alignment on environmental strategy, including governance of corporate responsibility issues, identifying and mitigating risks, and benchmarking against goals. The committee meets at least quarterly and is responsible for the development of our annual corporate responsibility report.

Strategy

Recommendation

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

CoreCivic undertook a TCFD-informed risk identification and assessment process, working with management teams as needed to qualify the potential impacts of each identified risk. The table below outlines the climate-related risks identified by CoreCivic. Risks were analyzed along short (S), medium (M), and long-term (L) time horizons, generally assessed as 0-2 years, 2-5 years, and 5+ years, respectively. The results of the risk assessment, including estimated likelihood of occurrence and financial impact of each risk is integrated into management plans to mitigate climate-related risks. Risks with low priority ratings are considered emerging for future consideration.

Risk Description	Category Type	Potential Impact	Time Horizon
EPA regulations for GHG emissions for commercial vehicles	Transition – regulatory	Requirement for CoreCivic to update fleet vehicles and ensure compliance with standards.	M, L

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Cost of adopting lower emissions technology	Transition – technology	Investment to purchase EVs and install required infrastructure.	M,L
Extreme weather events	Physical – acute	CAPEX associated with damage to assets caused by flood, storms, or other extreme weather. Loss of revenue due to operational or supply chain disruptions.	S,M,L
Introduction of carbon price or emissions limit	Transition – regulatory	Increased costs associated with reducing emissions or compliance costs for GHG emissions from our facilities. Potential price increases in purchased energy.	M,L
Supply chain constraints	Transition – market Physical – acute	Potential shortages of raw materials and increased costs due to supply chain disruptions and increased energy and transportation costs.	S,M,L
Resource availability	Physical – chronic	Long-term impacts of climate on energy, water, and other raw material availability present potential cost increases and operational disruptions for CoreCivic.	M,L
Climate reporting requirements	Transition – regulatory	Compliance costs with collecting and reporting data.	S,M,L
Changing customer demands	Transition – market	Costs of maintaining product safety and quality while addressing increased interest in cost and carbon footprint reductions for our products.	M, L

Describe the impact of climate related risks and opportunities on the organization’s businesses, strategy, and financial planning.

CoreCivic is considerate of the potential impacts of climate change on our operations, financial performance, and supply chain. We have worked to integrate climate considerations across our organization, with collaboration between the board of directors, management’s corporate responsibility steering committee, members of our enterprise risk council, and additional internal teams resulting in strategic management plans.

Climate integration begins at the initial stage of our facility selection/construction, with our property development team collaborating with third-party engineering teams and our customers to ensure that all relevant state and local climate requirements are met. We also consider the accessibility of our sites in case of emergency. Our facilities are located in numerous regions around the United States and the exposure to physical hazard risks varies site to site. While we have not been affected historically by climate impacts on a broad basis, we monitor physical hazards in specific areas where they are most likely to occur. Along with this we meet all relevant infrastructure codes in addition to client-requested climate enhancements (i.e. enhancements to increase resiliency to hurricanes).

As part of our ERM process, any identified climate-related risk is also assessed for its financial implications and estimated cost. This is communicated to our finance team to ensure these impacts are being monitored and integrated into necessary financial planning. Additionally, we maintain insurance against catastrophic risk insurance for each of our facilities under our property insurance. We conduct an annual review of our facility portfolio and, where necessary, may work with our insurance broker for additional coverage at locations where specific risks are flagged.

Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Our strategy has been influenced by climate-related risks and opportunities, and we will look to develop a formal transition plan in the future.

Climate risk is integrated into our enterprise-wide risk management strategy and is monitored alongside our other high-priority risks. This allows us to track changes to our risk exposure and plan appropriate response actions.

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Risk Management

Recommendation

Describe the organization's processes for identifying and assessing climate-related risks

CoreCivic undertakes various internal risk assessment processes. Our climate-related risks were identified and ranked as part of a TCFD-informed process led by our corporate responsibility team. The team met with subject matter experts across the organization to identify potential climate-related risks and assess each based on likelihood, time horizon, strategic impact, and estimated financial impact. Of those risk areas, utilities availability (water and energy) and electric product alternatives (vehicles and appliances) emerged as the most likely to have the greatest financial impact over the short-medium-, or long-terms. These high-priority risks were grouped together under the umbrella of "Climate Risk" in our ERM program. Additional lower priority risk areas will continue to be monitored for any changes to their impact severity in the future.

As a part of its ERM program, CoreCivic performs periodic risk surveys and calibration sessions to identify potentially material risks to the organization. The most recent process involved approximately 36 subject matter experts across various parts of the organization. To the extent climate-related risks are identified in the ERM process, they are tracked and reported as stated in the Governance section above. Substantiative risks, including any identified climate-related risks, are generally disclosed in the Risk Factors section of the [Form 10-K](#).

In 2024, CoreCivic conducted a physical climate risk assessment to better understand the physical climate-related risks to its operations. This consultancy-led assessment utilized historical natural hazards data and forward-looking climate models to forecast acute and chronic physical risks to our facility portfolio. Additionally, our insurance carrier conducts an annual risk assessment of our properties, providing feedback to our real estate and finance teams on any site-specific risks and required improvements or changes in our coverage.

Describe the organization's processes for managing climate-related risks

Enterprise-level risks are managed or mitigated through internal policies, procedures, or other strategic initiatives. Our executive vice president and chief strategy officer has oversight over our climate risk response.

CoreCivic has already adopted a number of climate-related mitigation and adaptation measures to protect its personnel, facilities, and operations as part the company's overall strategic risk management planning:

- We maintain a comprehensive system for emergency planning and response. We have enterprise-wide emergency preparedness policies that cover all potential risks. Site-specific emergency response plans are drafted at the local field level by the facility operation teams. These plans include considerations around severe weather events. In addition, we work with local agencies to coordinate emergency response when needed. In the event of an emergency, including climate-related events, we set up an Emergency Operations Center which coordinates efforts at the facility and enterprise level for the duration of the emergency until normal operations resume. Our software that supports this tracks weather hazards across our operations, allowing us to plan in advance of an emergency.
- In instances of inclement weather, we have policies and contingency plans in place to ensure the safety of our personnel while maintaining essential operations.
- We have plans in place to ensure business continuity in the event of severe weather events, especially in relation to the resources necessary to maintain essential operations. All of our facilities have backup power generation to ensure continuity of essential functions, with multiple days' fuel storage on site. We also maintain contacts with local fuel, natural gas, water, and other essential resource providers to ensure quick access to resources in the event of disruptions.
- We also invest in resource-efficient technology and other facility improvements to reduce our climate impact and proactively address potential transition risks. Some of our facilities are LEED certified, and those requirements are incorporated into the initial design phase. For all properties we maintain, we strive to implement energy efficient technology to offset utilities consumption. To date, all occupied CoreCivic owned and managed facilities have been retrofitted with LED lighting.
- We are also implementing smart water controls at facilities in regions at risk for water scarcity, which as already resulted in a significant reduction in water consumption at those facilities.

Further, CoreCivic manages the risks of our supply base. We monitor any potential disruptions to the supply of materials to our facilities and maintain a diverse supply network to improve resiliency. As CoreCivic continues to monitor our climate risk exposure, we will look to implement any necessary management actions.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Climate risk has been included in CoreCivic's risk dashboard when identified as a top ERM risk. Our ERM dashboard includes impacts, key risk indicators, and management actions that re tracked year-to-year. Our executive vice president and chief strategy officer – a member of the enterprise risk committee – has ownership of our climate risk response, collaborating as needed with the corporate responsibility steering committee and other internal teams on actions and reporting to the risk committee of the board every quarter.

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Metrics and Targets

Recommendation

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

As part of CoreCivic's assessment and management of climate-related risks, we utilize financial metrics to quantify potential risks, such as capital expenditures, transportation costs, and energy costs, and these risks are reviewed annually.

We also monitor additional environmental metrics as part of our efforts to manage our environmental and climate impact. We track energy consumption, waste data, and water usage across our operations.

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

	2023	2024	2025
Scope 1	42,148 metric tons CO2e	47,432 metric tons CO2e	59,650 metric tons CO2e
Scope 2 (location based)	77,072 metric tons CO2e	78,921 metric tons CO2e	76,399 metric tons CO2e

CoreCivic considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (revised) and GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard (collectively, the "GHG Protocol") to guide the criteria to assess, calculate and report GHG emissions, including energy consumption.

CoreCivic defines its GHG emissions inventory organizational boundaries using the Operational Control Approach as described in WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard. Under the operational control approach, a company accounts for 100% of scope 1 and 2 emissions from operations over which it or one of its subsidiaries has operational control.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

CoreCivic has completed our inaugural scope 1 and 2 GHG inventory. We will be reviewing our strategies to reduce those emissions in the future.

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Appendix Reports & Resources

*This page provides a consolidated list of the reports and information referenced throughout this report.

Public Filings		
Annual Report (Form 10-K)		https://ir.corecivic.com/static-files/209d2ac2-d6f2-4fa6-8be0-ef1c2f127e58
Proxy Statement		https://ir.corecivic.com/static-files/6745ab93-c054-4c88-bde8-e9dc44544028
Public Filings Home		https://ir.corecivic.com/financial-information/annual-reports
Our Services		
CoreCivic Safety		https://www.corecivic.com/safety
CoreCivic Community		https://www.corecivic.com/community
What We Do, What We Don't Do		https://www.corecivic.com/what-we-do-what-we-dont-do
Our Role in Immigration Detention		https://www.corecivic.com/private-detention
American Correctional Association		https://aca.org/
National Commission on Correctional Health Care		https://www.ncchc.org/
Immigration Detention Standards		https://www.ice.gov/factsheets/ice-detention-standards
PREA Reports		https://www.corecivic.com/the-prison-rape-elimination-act-of-2003-prea
Reentry Services		
Reentry Services Overview		https://www.corecivic.com/reentry
GoFurther Reentry Curriculum		https://www.corecivic.com/reentry/gofurther
GoFurther Release		https://www.corecivic.com/news/go-further-release-program-offers-life-and-reentry-coaching
2025 Reentry Recap		https://www.corecivic.com/news/2025-reentry-recap-at-corecivic
PERMA Model		https://positivepsychology.com/perma-model/
Who We Are		
Military Friendly Awards		https://www.militaryfriendly.com
50/50 Women on Boards		https://5050wob.com/
Industry Studies and Research		
National Institute of Corrections Research on Evidence-Based Practice		https://nicic.gov/resources/resources-topics-and-roles/topics/evidence-based-practices-ebp
Responsible Operations		
CoreCivic Ethics & Compliance		https://www.corecivic.com/about/corporate-ethics
CoreCivic Code of Ethics		https://code-corecivic.com/
CoreCivic Ethics Line		https://app.convercent.com/en-us/LandingPage/a7d07854-f34d-ea11-a972-000d3ab9f062?_=1595950801154%0D%0D
Ethics and Compliance Policies		https://www.corecivic.com/about/corporate-ethics
Political & Lobbying Activity		https://ir.corecivic.com/corporate-governance/political-lobbying-activity
PREA Reports Hub		https://www.corecivic.com/the-prison-rape-elimination-act-of-2003-prea
Corporate Governance Documents		https://ir.corecivic.com/corporate-governance/governance-highlights
CoreCivic Foundation		https://www.corecivic.com/corecivicfoundation
Human Rights		
Human Rights Home Page		https://www.corecivic.com/about/human-rights
Human Rights Policy		https://www.corecivic.com/hubfs/_files/CoreCivic%20Human%20Rights%20policy%20statement.pdf

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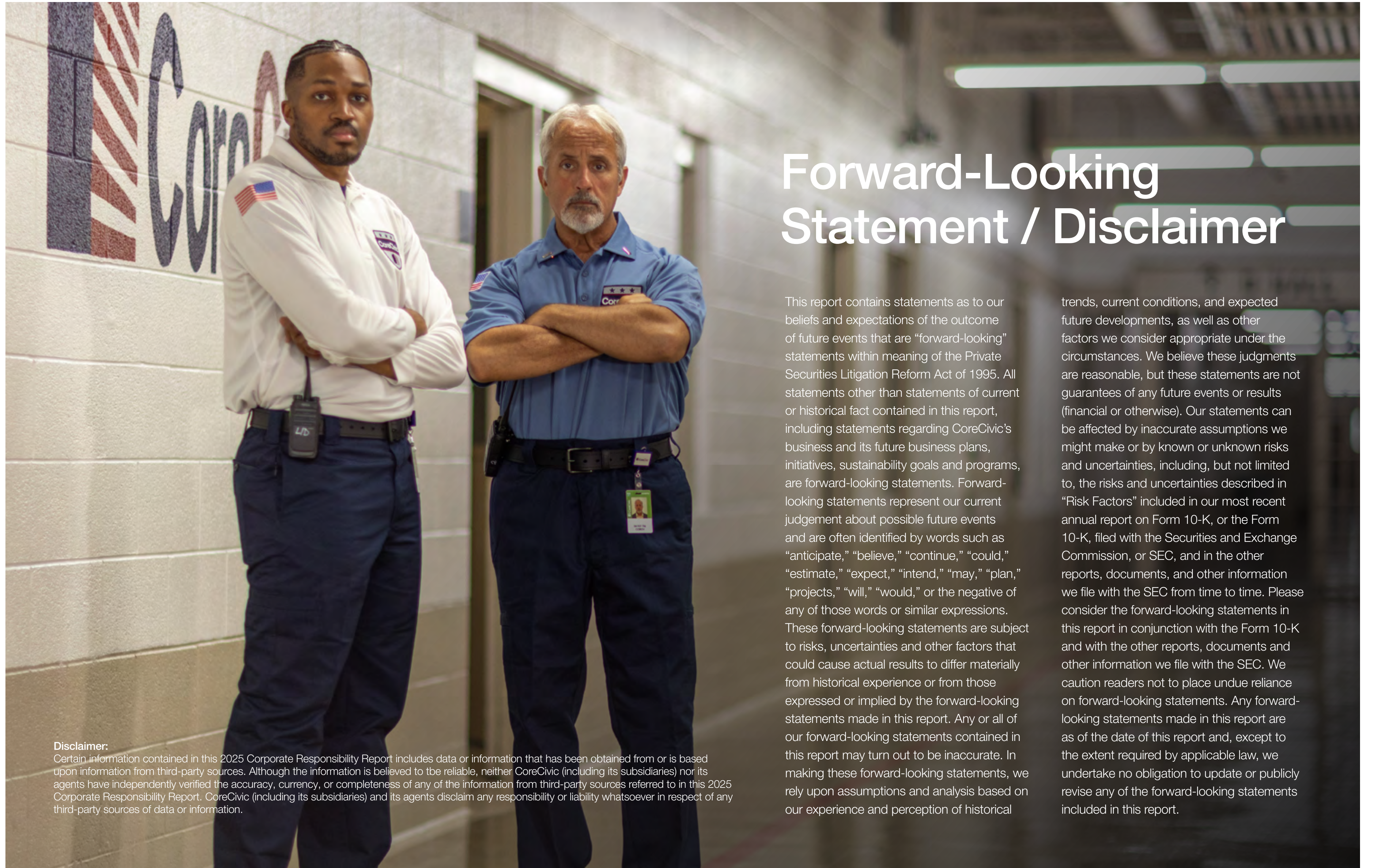
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Forward-Looking Statement / Disclaimer

This report contains statements as to our beliefs and expectations of the outcome of future events that are “forward-looking” statements within meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of current or historical fact contained in this report, including statements regarding CoreCivic’s business and its future business plans, initiatives, sustainability goals and programs, are forward-looking statements. Forward-looking statements represent our current judgement about possible future events and are often identified by words such as “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “plan,” “projects,” “will,” “would,” or the negative of any of those words or similar expressions. These forward-looking statements are subject to risks, uncertainties and other factors that could cause actual results to differ materially from historical experience or from those expressed or implied by the forward-looking statements made in this report. Any or all of our forward-looking statements contained in this report may turn out to be inaccurate. In making these forward-looking statements, we rely upon assumptions and analysis based on our experience and perception of historical

trends, current conditions, and expected future developments, as well as other factors we consider appropriate under the circumstances. We believe these judgments are reasonable, but these statements are not guarantees of any future events or results (financial or otherwise). Our statements can be affected by inaccurate assumptions we might make or by known or unknown risks and uncertainties, including, but not limited to, the risks and uncertainties described in “Risk Factors” included in our most recent annual report on Form 10-K, or the Form 10-K, filed with the Securities and Exchange Commission, or SEC, and in the other reports, documents, and other information we file with the SEC from time to time. Please consider the forward-looking statements in this report in conjunction with the Form 10-K and with the other reports, documents and other information we file with the SEC. We caution readers not to place undue reliance on forward-looking statements. Any forward-looking statements made in this report are as of the date of this report and, except to the extent required by applicable law, we undertake no obligation to update or publicly revise any of the forward-looking statements included in this report.

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