

CORECIVIC, INC.
STOCK OWNERSHIP GUIDELINES
(Adopted by the Board of Directors Effective May 15, 2025)

The Board of Directors of CoreCivic, Inc. (the “Company”) believes that the Company’s executive officers and members of its board of directors (the “Board”) should own and hold common stock of the Company to further align their interests with those of the Company’s shareholders and to promote the Company’s longstanding commitment to sound corporate governance. Therefore, the Board has adopted these Stock Ownership Guidelines effective May 15, 2025 (the “Effective Date”).

Administration

These Stock Ownership Guidelines will be administered and interpreted by the Compensation Committee of the Board (the “Committee”). The Committee also shall have the discretion to submit for approval by the Board any amendments or modifications to these guidelines.

Executive Officer Stock Ownership Guidelines

The Chief Executive Officer, Chief Financial Officer and the Company’s remaining “executive officers” as defined in applicable rules of the Securities and Exchange Commission (the “Executives”) are expected to own a fixed number (as determined by the Committee in its sole discretion once annually on a date set by the Committee (the “Assessment Date”)) of shares of common stock of the Company to be determined in accordance with the table below:

<i><u>Role of Person</u></i>	<i><u>Required Ownership</u></i>
Chief Executive Officer	Six times current Base Salary divided by the closing common stock price on the last trading day preceding the Assessment Date as reported by the New York Stock Exchange (the “NYSE”).
Other Executive Officers	Three times current Base Salary divided by the closing common stock price on the last trading day preceding the Assessment Date as reported by the NYSE.

Compliance Deadline for Executives

Executives are expected to meet these ownership guidelines by the latter of (a) May 15, 2027, or (b) the fifth anniversary of such Executive’s date of hire or promotion, as applicable. Once achieved, ownership of the guideline amount must be maintained for as long as the Executive is subject to these Stock Ownership Guidelines.

Non-Employee Director Stock Ownership Guidelines

The Company's non-employee directors (the "Non-Employee Directors") are each expected to own a fixed number (as determined by the Committee in its sole discretion on the Assessment Date) of shares of common stock of the Company to be determined in accordance with the table below:

<i><u>Role of Person</u></i>	<i><u>Required Ownership</u></i>
Non-Employee Director	Five times current annual cash retainer (excluding any retainer for chairing or serving as a member of a committee) divided by the closing common stock price on the last trading day preceding the Assessment Date as reported by the NYSE.

For any individual who becomes a Non-Employee Director after the Effective Date, annual cash retainer and closing common stock price will be determined based on the date of such Non-Employee Director's initial election to the Board.

Compliance Deadline for Non-Employee Directors

Non-Employee Directors are expected to meet these ownership guidelines by the latter of (a) May 15, 2027, or (b) the fifth anniversary of such Director's date of hire or promotion, as applicable. Once achieved, ownership of the guideline amount must be maintained for as long as the Non-Employee Director is subject to these Stock Ownership Guidelines.

Compliance with Ownership Guidelines

For purposes of determining stock ownership levels, the following forms of equity interests in the Company are included:

- Shares held by the Executive or Non-Employee Director;
- Shares held by the spouse and/or immediate family of the Executive or Non-Employee Director if such shares are "beneficially owned" by the Executive or Non-Employee Director;
- Shares held by an affiliated entity of the Executive or Non-Employee Director if such shares are "beneficially owned" by the Executive or Non-Employee Director;
- Restricted Stock and Restricted Stock Units which will vest solely in accordance with a time-based vesting criterion not to exceed three years following the Assessment Date;

- Vested shares or units held under any deferred compensation plan maintained by the Company;
- Shares acquired upon stock option exercise;
- Shares purchased in the open market; and
- Shares held in trust (Due to the complexities of trust accounts, requests to include shares held in trust must be submitted in writing to the Chair of the Committee. The Committee will review the request and will make the final decision).

Unexercised options and unvested performance shares or units are not counted toward meeting the Company's share ownership guidelines.

Non-compliance

In the event the Committee determines a person subject to these Stock Ownership Guidelines is noncompliant with these Stock Ownership Guidelines, the Committee may, in its sole discretion, restrict selling of shares of the Company's common stock by the noncompliant person until such person achieves compliance with these Stock Ownership Guidelines.

Hardships; Special Circumstances

There may be instances where these Stock Ownership Guidelines would place a severe hardship on the Executive or Non-Employee Director or prevent such Executive or Non-Employee Director from complying with a court order, such as in the case of a divorce settlement. It is expected that these instances will be rare. In these instances, the Executive or Non-Employee Director, as applicable, must submit a request in writing to the Committee that summarizes the circumstances and describes the extent to which an exemption from these Stock Ownership Guidelines is being requested. The Committee will review the request and will make the final decision. If the request is granted in whole or in part, the Committee will, in consultation with the Executive or Non-Employee Director (as applicable), develop an alternative stock ownership plan that reflects both the intention of these Stock Ownership Guidelines and the individual circumstances at issue.

Each Executive and Non-Employee Director will be notified each year where they stand with regard to these Stock Ownership Guidelines upon the Assessment Date or as soon thereafter as practicable.

Amendments or Modifications

The foregoing sets forth the Company's current stock ownership guidelines for its Executives and Non-Employee Directors. The Board may, at any time, amend or modify these guidelines in whole or in part.