



Sustainability in Action™

2023 GRI REPORT



About This Report

In this document, Republic Services has reported in accordance with the GRI Standards for the period January 1, 2023 through December 31, 2023. Although we report in accordance with the GRI Standards, in many cases we provide disclosures and context that go beyond GRI requirements to share additional insights into our sustainability performance. For transparency and convenience, where we have been reporting a metric for four years or longer, we provide the four most recent years of data. Blank cells or fewer than four years of data indicate a newer GRI-reported metric for us. For our Sustainability Goals, we also provide the baseline year or earliest year of reporting (2017 or 2018).

The results of our materiality assessment are shown in [3-2 List of Material Topics](#), and we report on all Priority Topics, as well as many others. This GRI Report should be consulted alongside our other sustainability and ESG reporting¹, available at RepublicServices.com/Sustainability/Reporting. We invite you to share your thoughts with us at Sustainability@RepublicServices.com.

Unless otherwise stated, all references in this 2023 GRI Report to “Republic,” “the company,” “we,” “us” and “our” refer to Republic Services Inc. and its consolidated subsidiaries. Coverage of the company’s publicly available economic, governance, environmental and social indicators is consolidated for all of our business operations where data is available, unless otherwise noted.

Disclosure Regarding Forward-Looking Statements

This report contains certain forward-looking information about us that is intended to be covered by the safe harbor for “forward-looking statements” provided by the Private Securities Litigation Reform Act of 1995. Forward-looking statements are statements that are not historical facts. Words such as “guidance,” “expect,” “will,” “may,” “anticipate,” “plan,” “estimate,” “project,” “intend,” “should,” “can,” “likely,” “could,” “outlook” and similar expressions are intended to identify forward-looking statements. These statements include information about our sustainability targets, goals and programs in addition to our plans, strategies, expectations of future financial performance and prospects. Forward-looking statements are not guarantees of performance. You should not place undue reliance on any forward-looking statement. These statements are based upon the current beliefs and expectations of our management and are subject to significant risk and uncertainties that could cause actual results to differ materially from those expressed in, or implied or projected by, the forward-looking information and statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot assure you that the expectations will prove to be correct. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. More information on factors that could cause actual results or events to differ materially from those anticipated is included from time to time in our reports filed with the Securities and Exchange Commission, including our Annual Report on Form 10-K (“[2023 10-K](#)”) for the year ended December 31, 2023, particularly under Part I, Item 1A - Risk Factors, and in our Quarterly Reports on Form 10-Q. Additionally, new risk factors emerge from time to time and it is not possible for us to predict all such risk factors, or to assess the impact such risk factors might have on our business or sustainability programs and goals. We undertake no obligation to update publicly any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

¹We produce sustainability and environmental, social and governance (ESG) reports aligned with numerous standards, including Global Reporting Initiative (GRI) the Sustainability Accounting Standards Board (SASB) and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Document References

Throughout this report, we reference publicly available documents, listed and linked below. Throughout this report, page numbers of PDF files refer to the number used by the PDF reader, which does not always match the number shown at the bottom of the page of the target file (e.g. 2023 10-K, 2024 Proxy Statement, etc.).

Sustainability and ESG Reporting

- [2023 Sustainability Report](#)
- [2023 SASB Report](#)
- [2023 GRI Report \(this report\)](#)
- [2023 TCFD Report](#)
- [2023 Sustainability Assurance Statement](#)
- [2023 CDP Report](#)
- [2023 EEO-1 Report](#)
- [Code of Business Ethics & Conduct](#)
- [Environmental Justice Report](#)
- [Environmental Policy](#)
- [Human Rights Policy](#)
- [Political Contributions Policy](#)
- [Safety Policy](#)
- [Supplier Code of Business Ethics and Conduct](#)

Investor Relations Website

- [2023 10-K](#)
- [2024 Proxy Statement](#)
- [Corporate Governance Guidelines](#)
- [Nominating & Corporate Governance Committee Charter](#)
- [Sustainability & Corporate Responsibility Committee Charter](#)
- [Talent & Compensation Committee Charter](#)

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-1	Organizational Details	Legal name, ownership, incorporation, location of headquarters, and countries of operation are all detailed in our 2023 10-K . As of December 31, 2023, more than 99.9% of Republic Services' operations were located in the United States and Canada, with <0.1% by headcount and revenue divided amongst Puerto Rico, Saint Croix and Mexico.
2-2	Entities Included in the Organization's Sustainability Reporting	Unless otherwise stated, all references in this 2023 GRI Report to "Republic," "the company," "we," "us" and "our" refer to Republic Services Inc. and its consolidated subsidiaries. Republic regularly acquires businesses, and we include their information in our sustainability reporting as those businesses become integrated in our reporting systems. Any notable exceptions are listed in our reporting. See GRI 2-4 for details about disclosures restated to reflect changes such as acquisitions and divestitures.
2-3	Reporting Period, Frequency and Contact Point	We report on our sustainability performance annually using our fiscal year, which is the calendar year. The reporting period for this report is 2023 and this report was published in July 2024. We welcome your engagement at Sustainability@RepublicServices.com . For transparency and convenience, where we have been reporting a metric for four years or longer, we provide the four most recent years of data. Blank cells or fewer than four years of data indicate a newer GRI-reported metric for us. Several of our Sustainability Goals report reductions from a 2017 baseline year, which we also include in our reporting.
2-4	Restatements of Information	Utility data, which includes electricity, natural gas and water, corrections and rebills occur out of cycle with our annual reporting. Therein, updates for historic years are required and implemented; We regularly rebase our energy and emissions calculations reflected in GRI 302 and GRI 305 as follows: <ul style="list-style-type: none"> • As we integrate acquisitions and divestitures into our consolidated company, we rebase to reflect those changes, back to the 2017 baseline year for our 2030 science-based target; • We reflect changes in methodologies under relevant accounting protocols; • On an ongoing basis, we assess the validity and appropriateness of each component of our emissions inventory, making incremental improvements, and rebaselining back to 2017, such as: <ul style="list-style-type: none"> - When like-for-like, historic reporting is not available for rebaselined metrics, we apply the earliest available data to each prior year. In some cases, it is not possible to follow this approach for historic emissions from acquired assets; in such cases, associated emissions are not reflected in rebaselined reporting. We recognize that this conservative approach inflates reporting-year emissions as compared to the baseline; - In 2023, we redistributed emissions from leachate to differentiate between volumes processed at Republic's treatment plants (Scope 1) and volumes processed at third-party treatment plants (Scope 3). • Our greenhouse gas (GHG) inventory includes landfill gas emissions only from those landfills where we have operational control to manage landfill gases, which are the vast majority of the landfills where we conduct activities; <ul style="list-style-type: none"> - These distinctions may change for individual landfills as contracts are renegotiated with updated terms. • We calculate our landfill emissions using the SWICS methodology, allowing us to represent the emissions-reducing impacts of our investments, i.e., gas collection and landfill cover efficiency improvements, widely understood to be more accurate than the EPA-mandated methodology, which we used prior to FY2021 reporting. <p>These revisions ensure that our goal to reduce Scope 1 and 2 GHG emissions 35% below our 2017 baseline by 2030, approved by the Science Based Target initiative (SBTi), compares like-for-like assets across our reporting years.</p>

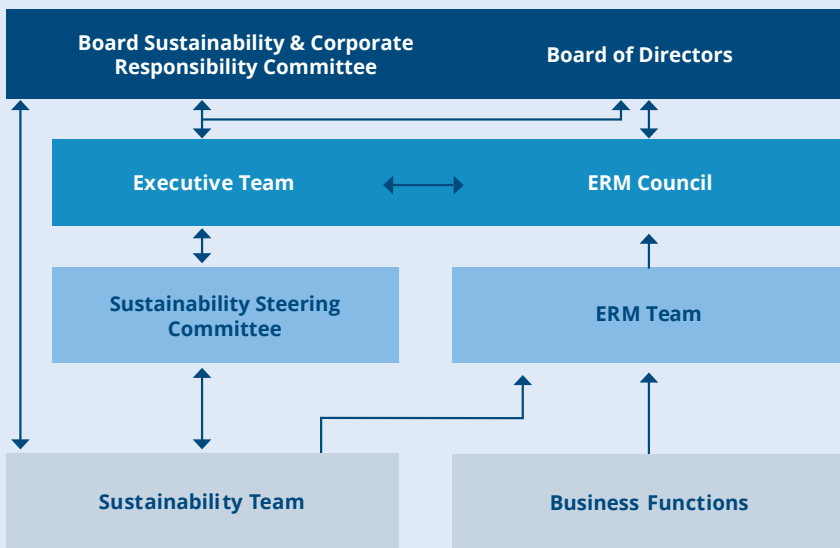
GRI 2: General Disclosures

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2-5	External Assurance	<p>Since 2013, Republic has completed a third-party verification of its greenhouse gas (GHG) emissions in accordance with the ISO 14064-3 Standard. Our 2023 reporting includes that same level of assurance for the following publicly reported metrics:</p> <ul style="list-style-type: none"> • Scope 1, 2 & Categories 1-8 of Scope 3 GHG emissions, see GRI 305; • Renewable and non-renewable energy consumption, see GRI 302; • Biogas beneficially reused, see GRI 306; • Waste from operations recycled and disposed, see GRI 306; • Utility water consumed, see GRI 303; • Employee fatalities, TRIR and LTIFR, see GRI 403; • Employee engagement score, see GRI 401. <p>2023 Sustainability Assurance Statement</p>																				
2-6	Activities, Value Chain and Other Business Relationships	<p>2023 10-K: Item 1, Item 7, Item 8 2023 SASB Report: IF-WM-000.B, IF-WM-000.C, IF-WM-000.D</p>																				
2-7	Employees	<table border="1"> <thead> <tr> <th>Employee count</th> <th>Female</th> <th>Male</th> <th>Not Disclosed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Number of full-time (FT) employees</td> <td>7,950</td> <td>32,845</td> <td>9</td> <td>40,804</td> </tr> <tr> <td>Number of part-time (PT) employees</td> <td>93</td> <td>121</td> <td>0</td> <td>214</td> </tr> <tr> <td>Total number of employees</td> <td>8,043</td> <td>32,966</td> <td>9</td> <td>41,664</td> </tr> </tbody> </table> <p>Data based on headcount as of December 31, 2023. Employees from acquired companies which have not yet been moved to our primary human capital management system are only included in the total number of employees.</p>	Employee count	Female	Male	Not Disclosed	Total	Number of full-time (FT) employees	7,950	32,845	9	40,804	Number of part-time (PT) employees	93	121	0	214	Total number of employees	8,043	32,966	9	41,664
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2-8	Workers Who Are Not Employees	We do not track non-employee demographic data.																				
2-9	Governance Structure and Composition	<p>See our 2024 Proxy Statement for a detailed description of our governance structure, including committees of the board of directors (the “board”).</p> <p>Our enterprise-wide cybersecurity strategy and processes are led by our VP Chief Information Security Officer (CISO), who reports directly to the EVP Chief Financial Officer. Our CISO reports quarterly on cybersecurity matters to the Audit Committee of the board. The results of an external NIST assessment are reported annually to the board.</p>																				

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-10	Nomination and Selection of the Highest Governance Body	Nominating & Corporate Governance Committee Charter, 2024 Proxy Statement
2-11	Chair of the Highest Governance Body	The chair of our board is independent, 2024 Proxy Statement
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	<p>Corporate Governance: Committee Charters; 2024 Proxy Statement, 2023 Sustainability Report: Governance section; 2023 TCFD Addendum</p> <p>The board is directly involved in the oversight of Republic’s sustainability initiatives and conducts a comprehensive review of the company’s sustainability performance on an annual basis. The board oversees our Enterprise Risk Management (ERM) program and receives updates from management on the results of the program, which includes assessment, prioritization and management of risks and opportunities, including sustainability-related issues. The board’s role is to ensure that:</p> <ul style="list-style-type: none"> • The risk management processes designed and implemented by leadership are adapted to the overall corporate strategy, and those processes are functioning effectively. • Management regularly communicates material risks to the board or the appropriate board committee. • Actions are being taken to continue to foster a strong culture of compliance and risk-adjusted decision-making throughout the organization. • The budget they approve, which includes funding for the company’s sustainability agenda, reflects the strategy. For example, allocations to advancing the measurement of landfill greenhouse gas emissions, recycling infrastructure and electrification of our fleet. • The executive compensation plans they approve incorporate the performance of our strategic initiatives and sustainability efforts, such as our 2030 Sustainability Goals. <p>The Sustainability & Corporate Responsibility Committee of the board was created in 2015 due to the depth of our initiatives, the unique nature of sustainability-related risks and opportunities, the complexity in quantifying impact, and our strong commitment to corporate responsibility. The Committee’s responsibilities include overseeing the company’s climate-related risks and opportunities. The Committee meets quarterly to receive reports from management and to fulfill certain aspects of the board’s oversight responsibility and advisory role with respect to significant issues, strategic goals, objectives, policies and practices.</p>

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer												
2-13	Delegation of Responsibility for Managing Impacts	<p>Management Oversight</p> <table border="1"> <thead> <tr> <th data-bbox="468 285 772 324">Group</th> <th data-bbox="783 285 1921 324">Overview</th> </tr> </thead> <tbody> <tr> <td data-bbox="468 332 772 446">Executive Team</td> <td data-bbox="783 332 1921 446">Republic's executive leadership team integrates ERM results, including climate-related topics, into strategic planning; reports findings of the ERM process to the board; and manages risks and mitigation plans within each function.</td> </tr> <tr> <td data-bbox="468 454 772 527">ERM Council</td> <td data-bbox="783 454 1921 527">Made up of select executives, the ERM Council monitors ERM program effectiveness, key climate-related risks and associated mitigation plans.</td> </tr> <tr> <td data-bbox="468 535 772 641">ERM Team</td> <td data-bbox="783 535 1921 641">A cross-functional team made up of managers and executives leads the ERM process. This team identifies and defines emerging risks, assigns risk owners, tracks risk-mitigation activities and reports to the ERM Council. Climate-related risks and opportunities are managed via the ERM process.</td> </tr> <tr> <td data-bbox="468 649 772 722">Sustainability Steering Committee</td> <td data-bbox="783 649 1921 722">A cross-functional team made up of select executives and functional leaders that provides strategic oversight and guidance to the Sustainability Team.</td> </tr> <tr> <td data-bbox="468 730 772 803">Sustainability Team</td> <td data-bbox="783 730 1921 803">A functional team that develops business-wide sustainability strategy, including risk/opportunity identification, and manages environmental, social and governance reporting.</td> </tr> </tbody> </table> <p data-bbox="457 820 1932 885">2024 Proxy Statement; Sustainability & Corporate Responsibility Committee Charter; 2023 Sustainability Report: Governance; 2023 TCFD Addendum</p> <p data-bbox="457 901 1102 933">Sustainability Risk Governance & Management Structure</p>  <ul data-bbox="1333 950 1921 1494" style="list-style-type: none"> • Oversee ERM and ESG Program and goals • Assess risks with respect to business resiliency, strategy and long-term value creation • Provide output to full board, as appropriate • Manage risk mitigation plans by function • Ensure ESG performance, which is incorporated into compensation goals • Govern ERM Program • Assess and monitor risks • Identify, define and prioritize risks and opportunities • Assign risk owners and oversee mitigation plans • Disclose ESG risk mitigation plans • Identify traditional and ESG risks and opportunities 	Group	Overview	Executive Team	Republic's executive leadership team integrates ERM results, including climate-related topics, into strategic planning; reports findings of the ERM process to the board; and manages risks and mitigation plans within each function.	ERM Council	Made up of select executives, the ERM Council monitors ERM program effectiveness, key climate-related risks and associated mitigation plans.	ERM Team	A cross-functional team made up of managers and executives leads the ERM process. This team identifies and defines emerging risks, assigns risk owners, tracks risk-mitigation activities and reports to the ERM Council. Climate-related risks and opportunities are managed via the ERM process.	Sustainability Steering Committee	A cross-functional team made up of select executives and functional leaders that provides strategic oversight and guidance to the Sustainability Team.	Sustainability Team	A functional team that develops business-wide sustainability strategy, including risk/opportunity identification, and manages environmental, social and governance reporting.
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GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-13 <i>Continued</i>	Delegation of Responsibility for Managing Impacts	<p>The process for managing business risks and opportunities, including those that are sustainability-related, is handled by the Enterprise Risk Management (ERM) team and the appropriate functional owners throughout the organization. The ERM team determines the management approach and assigns a functional leader/owner. The functional leader creates a mitigation plan and is responsible for reporting out on progress. This process is completed at least once a year, or more often if new risks emerge or the nature or severity of a risk changes, which requires an adjustment to the previously developed management approach. Any risks that fall into the high significance and/or high likelihood categories, and that are likely to impact the business in the short-term (1-5 years), are monitored and managed in the following ongoing forums. It is at these forums that these teams develop mitigation plans such as our Summer Safety Program and our Stormwater Management Plans.</p> <ul style="list-style-type: none"> • Monthly and as-needed Sustainability Steering Committee meetings • Area operating reviews with the Executive Team • Monthly CEO staff meetings • Quarterly corporate operating reviews • Quarterly board meetings • Annual reviews of risks identified in Form 10-K • Periodic interviews with Senior Management • Day-to-day oversight of risks by functional leaders throughout the organization
2-14	Role of the Highest Governance Body in Sustainability Reporting	<p>Sustainability & Corporate Responsibility Committee Charter; 2023 Sustainability Report: Governance; 2024 Proxy Statement</p> <p>The annual sustainability report and charitable giving policies are reviewed by the Sustainability & Corporate Responsibility Committee of the board and approved by the CEO. The Sustainability Steering Committee, comprised of senior leaders (see GRI 2-13), reviews and approves the annual sustainability report and our other sustainability reports, including but not limited to GRI, SASB, and TCFD, which includes oversight of climate-related risks and opportunities.</p>
2-15	Conflicts of Interest	<p>Code of Business Ethics & Conduct; Nominating and Corporate Governance Committee Charter; Corporate Governance Guidelines</p>
2-16	Communication of Critical Concerns	<p>Sustainability & Corporate Responsibility Committee Charter; 2024 Proxy Statement</p>
2-17	Collective Knowledge of the Highest Governance Body	<p>2024 Proxy Statement</p>

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer															
2-18	Evaluation of the Performance of the Highest Governance Body	Corporate Governance Guidelines; 2024 Proxy Statement															
2-19	Remuneration Policies	<p>Progress toward our sustainability goals is included within each of our management initiatives. As a result, there is a direct line from our sustainability initiatives to our business results, our culture and strategy, and therefore to our performance-based executive compensation program. Since 2022, the annual incentives for senior executives are subject to adjustment up or down by up to 10 percentage points based on the company's interim performance on safety, talent and climate leadership goals.</p> <table border="1"> <thead> <tr> <th>Sustainability Element</th> <th>Metric</th> <th>Goal</th> </tr> </thead> <tbody> <tr> <td>Safety</td> <td>OSHA Total Recordable Incident Rate (TRIR)</td> <td>Incident Reduction - <2.0</td> </tr> <tr> <td>Talent</td> <td>Diversity in Leadership Roles</td> <td>Leadership Diversity - 50%</td> </tr> <tr> <td>Climate Leadership</td> <td>Materials Recovered</td> <td>Circular Economy - 3.4M tons</td> </tr> <tr> <td>Climate Leadership</td> <td>Beneficial Biogas Reuse</td> <td>Renewable Energy - 110.1B SCF</td> </tr> </tbody> </table> <p>Learn more about our 2030 Sustainability Goals in our 2023 Sustainability Report and about our Sustainability Modifier in the 2024 Proxy Statment: Sustainability Modifier.</p>	Sustainability Element	Metric	Goal	Safety	OSHA Total Recordable Incident Rate (TRIR)	Incident Reduction - <2.0	Talent	Diversity in Leadership Roles	Leadership Diversity - 50%	Climate Leadership	Materials Recovered	Circular Economy - 3.4M tons	Climate Leadership	Beneficial Biogas Reuse	Renewable Energy - 110.1B SCF
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2-20	Process to Determine Remuneration	Talent & Compensation Committee Charter; 2024 Proxy Statement															
2-21	Annual Total Compensation Ratio	See discussion in our 2024 Proxy Statement .															
2-22	Statement on Sustainable Development Strategy	2023 Sustainability Report – Message from Jon Vander Ark, President & Chief Executive Officer															

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-23	Policy Commitments	<p>Consistent with the precautionary principle, we advocate a risk-based approach to our operations through our enterprise risk management process, as described in GRI 2-12. We disclose progress toward our 2030 Sustainability Goals throughout this report, and we have linked our credit facility to our Incident Reduction and Renewable Energy goals. By coupling performance toward these goals with financial savings or penalties, we demonstrate our commitment to the environment and our employees.</p> <p>Our policies embody our commitments and values:</p> <ul style="list-style-type: none"> • Our Code of Business Ethics & Conduct represents who we are and is the foundation of our shared values and commitment to ethics and compliance. We listen to employee feedback and monitor employee behavior to ensure employee actions foster Republic's ethical culture. • Our Human Rights Policy embodies one of our core values in action: Human-Centered. We respect the dignity and unique potential of every person. Embedded in this value is the commitment to respect human rights — the fundamental rights, freedoms and standards of treatment to which all people are entitled. We reinforce this commitment by conducting business and making decisions in an ethical and responsible manner and require that our practices never infringe on human rights. • Our Supplier Code of Business Ethics & Conduct outlines the environmental, social and ethical expectations of our service partners. • Our Safety Policy and SAFE handbook describe our employees' and managers' responsibilities in keeping our people and communities safe. Republic has also joined several coalitions and committees to impact third-party distracted driving. As the operator of the fifth largest vocational fleet in the country, we play a large part in influencing safe driving practices. See GRI 403 Occupational Health and Safety in this report and our Sustainability Website: Safety for more details. • Additional public policies can be found on our Sustainability Website: Sustainability & ESG Reporting. <p>We leverage the following best practice standards, guidelines and frameworks when developing our own sustainability strategy and associated policies and practices:</p> <ul style="list-style-type: none"> • Global Reporting Initiative (GRI), • UN Sustainable Development Goals (UN SDGs), • Science Based Target initiative (SBTi), • CDP (formerly the Carbon Disclosure Project), • Climate Disclosure Standards Board (CDSB), • International Sustainability Standards Board (ISSB) • Task Force on Climate-Related Financial Disclosures (TCFD), • International Organization for Standardization (ISO) 14001, 45001, 26000, 27001 and others.
2-24	Embedding Policy Commitments	2024 Proxy Statement ; Code of Business Ethics & Conduct ; 2023 Sustainability Report : Governance; 2023 TCFD Addendum
2-25	Processes to Remediate Negative Impacts	Code of Business Ethics & Conduct ; 2023 Sustainability Report : Governance; 2023 Environmental Justice Report
2-26	Mechanisms for Seeking Advice and Raising Concerns	Any ethical concerns regarding Republic Services may be anonymously reported using the AWARE Line, 1-866-329-2734 or at AWARELINE.RepublicServices.com . We firmly enforce our non-retaliation policy, protecting employees who report concerns from undue recourse. Customer concerns are reported via our Customer Support department and escalated to the appropriate department. Code of Business Ethics & Conduct

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-27	Compliance with Laws and Regulations	<p>Republic exercises the utmost responsibility in our operations, including our fleet, buildings, landfills and daily activities throughout our communities. We design operations to minimize impacts to the air, water and land wherever possible.</p> <p>Compliance with environmental laws and regulations is essential for our business. Non-compliance can put our environment, employees, customers, communities and our brand at risk. We strive to go above and beyond the legal requirements that apply to our facilities and operations at various jurisdictions, described in detail in our annual SEC filings.</p> <p>For many years, Republic's Environmental Policy has guided our environmental management system (EMS) to engage responsibly. Our EMS is overseen by the Vice President, Engineering & Environmental Compliance, who reports up through our Executive Vice President, Chief Operating Officer. The Vice President, Engineering & Environmental Compliance sits on the Ethics and Compliance Committee. The Director, Environmental Compliance has a dotted line reporting to the Executive Vice President, Chief Legal Officer, Chief Ethics & Compliance Officer and Corporate Secretary. The Engineering & Environmental Compliance team oversees environmental compliance, engineering and environmental management. Top-level governance of environmental management and the Environmental Policy is directed by our board's Sustainability & Corporate Responsibility Committee.</p> <p>The EMS is managed under the Corporate Environmental Compliance Policy and is implemented in the field through Republic operations with the oversight of our Corporate team. The company is organized into Areas, each with an Area Environmental Manager who oversees multiple Environmental Managers responsible for the implementation of the items described in our Corporate Environmental Compliance Policy. Environmental Specialists and Technicians support Environmental Managers across each Area. In addition to these Area teams, our headquarters has multiple technical positions who assist the Area teams, primarily as subject matter experts in relevant technical areas, including our Directors of Engineering.</p> <p>Our Legal Department is supported by Environmental Compliance in its responsibility to document, store and track environmental enforcement issues including inspections, Notices of Violations, Letters of Warning and other information related to environmental compliance with federal, state and local regulations. Operations Management is responsible for ensuring that employees, contractors, vendors and visitors to our facilities actively comply with our policies. Managers are also required to report, manage and resolve all environmental enforcement violations in a timely manner. Given its importance, we have established Absolutes and Standards around environmental compliance, which are non-negotiable and support a culture of consistency and policy compliance to further strengthen our EMS program.</p> <p>Our EMS program consists of numerous policies, procedures, reporting standards and annual training for employees on role-related, environmental topics. The bold headings that follow describe components of our EMS program:</p> <p>Corporate Environmental Compliance Policy: This overarching policy for our EMS includes third-party facility approval and request processes. Republic requires approval for all agreements involving non-Republic disposal, transfer stations or recycling sites.</p> <p>Landfill Air Compliance Program Standard: This standard provides guidance and a consistent approach for air compliance services. Engineers, Environmental Managers, third-party consultants, and all other personnel with air compliance responsibilities at our landfills use this document.</p> <p>Landfill and Transfer Station Operating Standard and Best Practices User Guide: Standards manuals provide practical and comprehensive guidance regarding the operating standards all of Republic's active landfills and transfer stations. The guides contain field-tested best practices and procedures that enable facility managers to comply.</p>

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GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-27 Continued	Compliance with Laws and Regulations	<p>Procurement Policy: Republic's centralized procurement team is directed by the operating procedures in this policy to provide an efficient, competitive and ethical context for supplier management. The team ensures that the Levels of Authority policy and process is followed for the approval of capital expenditures and that suppliers adhere to our Supplier Code of Conduct.</p> <p>Special Waste Management Policy: Our internal guidance enables us to meet federal requirements under RCRA (40 CFR Part 261), TSCA (40 CFR Part 761 for PCBs), state or permit requirements to prevent acceptance of ineligible wastes, etc. For permissible Special Waste, additional SOPs (e.g., Liquid Waste Solidification, Treated Medical Waste and Radiation Monitoring) guide proper handling, transportation and disposal.</p> <p>Engineering Policy: This policy guides Corporate and Field personnel on procedures for using the landfill and environmental budget model, project management practices and environmental due diligence, including landfill gas, leachate management and air compliance SOPs. Additionally, it addresses due diligence, M&A and business development.</p> <p>Each year, we participate in independent auditing at a cross-section of facilities, covering 10% of our landfills. These audits are conducted by CHWMEG, Inc., a nonprofit trade association comprised of manufacturing and similar industrial organizations seeking to avoid environmental impacts from their operational waste. CHWMEG, Inc. conducts comprehensive, third-party reviews of commercial facilities that treat, store, dispose of, recycle or transport waste. CHWMEG members select the facilities included in the review program. Independent and experienced environmental firms contracted by CHWMEG, Inc. evaluate facilities using a standard protocol. Member companies share the cost of facility reviews.</p> <p>We provide standard checklists and review questionnaires for our safety, operations and compliance teams to use during site visits. These templates provide a standardized framework for self-evaluation of facility performance in applicable EH&S focus areas.</p> <p>Our Internal Audit function audits 100% of our operations through our Environmental, Health, and Safety Compliance Tool, facility inspections, our Absolutes & Standards program, or a combination thereof. These audits cover many topics, including but not limited to our Stormwater Pollution Prevention Plan and levels of leachate on the liners at our landfills (a U.S. EPA requirement).</p> <p><i>Certifications:</i> Materials hauled have the potential of being defined as DOT hazardous; therefore, all field operations are required to train and maintain HM-181 training records for drivers that haul hazardous materials in accordance with 49 CFR 172.704. We train 100% of related field operations personnel in accordance with 29 CFR 1910.1200, Hazard Communication requirements. In 2023, seven of our facilities received STA certification from the US Composting Council for compost products they produce.</p> <p><i>Evaluation:</i> The Sustainability and Corporate Responsibility Committee was formed in 2015 and, per its Charter, this Committee is appointed by the board to oversee and advise company management with respect to significant issues, strategies, goals, objectives, policies and practices that pertain to (i) sustainability performance and innovation; (ii) social responsibility; and (iii) risks and opportunities, including climate change, safety, environmental and reputation, and the practices by which these risks are managed and mitigated.</p> <p>2023 SASB Report: Air and odors IF-WM-120a.3, RSG-AQ-01</p> <p>2023 SASB Report: Leachate, water and hazardous waste IF-WM-150a.3, RSG-ML-01, GRI 303</p> <p>2023 10-K: Item 1 – Regulation</p> <p>Sustainability & Corporate Responsibility Committee Charter</p>

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-28	Membership Associations	<p>Republic is a member of the following associations related to our sustainability strategy:</p> <ul style="list-style-type: none"> • Board.org • Environmental Research and Education Foundation (EREF) • Executive Leadership Council (ELC) • Forté Foundation • National Association of Manufacturers (NAM) • National Safety Council (NSC) • National Waste & Recycling Association (NWRA) • Solid Waste Association of North America (SWANA) • Together for Safer Roads (TSR) • US Composting Council (USCC) • Several other national, state and local organizations, both governmental and non-governmental
2-29	Approach to Stakeholder Engagement	<p>Our key stakeholders include but are not limited to customers (municipal, commercial, residential, industrial), employees, contractors, investors, supply chain partners, communities, non-governmental organizations, governmental organizations and thought leaders.</p> <p>To inform our sustainability strategy, goals and communications, Republic Services regularly engages with our stakeholders to help identify the sustainability topics that matter most. This engagement, known as a materiality assessment, involves direct outreach to internal and external stakeholders including customers, municipalities and investors, see GRI 3-1. Maintaining open dialogues on these topics is crucial as we make progress toward our 2030 goals.</p> <p>We know effective operations are critical to ensuring we have a positive impact in the communities we serve, but it's only part of the equation. That is why we take a proactive approach in the community and strive to be a good neighbor by engaging with and investing in the communities we serve. Our Human Rights Policy provides guidance on our well-developed engagement program, including candid dialogue with our communities and other stakeholders.</p> <p>Republic Services both empowers and expects local leadership to be active members of their local communities and own community relationships, while our community relations team provides resources and ensures consistency. While we emphasize proactive and consistent community outreach, we take pride in being agile, listening to community feedback and being responsive to concerns community members may have. In instances where there are community objections about site operations or plans, our local teams are encouraged to meet with the community to discuss and find common ground. We believe it's important to see a familiar face helping build trust within the community and creating easy-to-access avenues of communication between the community and Republic Services. Our local leadership teams utilize a Good Neighbor Plan that encourages and guides engagement, involvement and education in the community. These activities include tours and open houses for elected officials and community leaders to view our safety and environmental initiatives; community events such as parades and clean-ups; and public education including development of economic impact reports and participation in local associations. Community is a core component of our sustainability program, including our goal to create sustainable neighborhoods through strong community partnerships for 45 million people by 2030. For additional information, visit our Communities website or the Communities section of our 2023 Sustainability Report.</p>

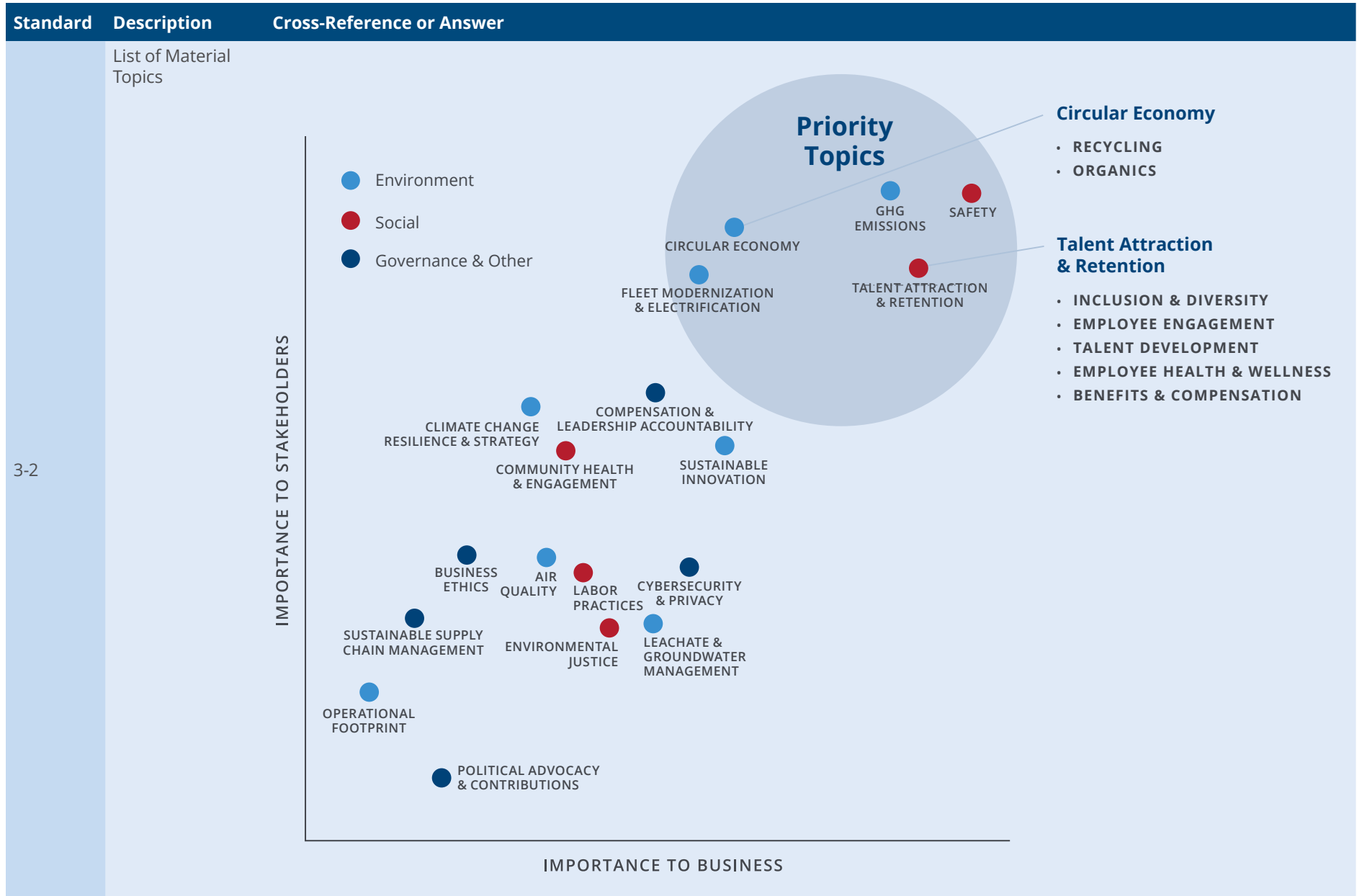
GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-30	Collective Bargaining Agreements	2023 SASB Report: IF-WM-310a.1

GRI 3: Material Topics

Standard	Description	Cross-Reference or Answer
3-1	Process to Determine Material Topics	<p>We conduct materiality assessments to identify our material topics' long-term value creation. Our latest materiality assessment was completed in 2022 and is periodically refreshed. The assessment was conducted in conjunction with KPMG, using KPMG's proprietary materiality tool for stakeholders to rank the impacts of sustainability topics by importance. In addition to stakeholder interviews, the assessment included an analysis of previous surveys and engagements with our stakeholders (see GRI 2-29), sustainability standards and frameworks, media and peers' disclosures.</p> <p>Each year we review macrotrends and evaluate their impacts on the company and its stakeholders. That evaluation is presented to the board and informs our annual review of material topics.</p> <p>By evaluating the impacts of stakeholders both within the company (internal) and outside the company (external), the assessment met normative definitions of double materiality. Based on the results of this assessment, a materiality matrix (see GRI 3-2) was created to plot sustainability topics based on two axes, "Importance to Business" and "Importance to Stakeholders." While all material topics are important, we've categorized the top five as priority topics. The results reaffirmed that Republic's sustainability elements – Safety, Talent, Climate Leadership and Communities – and our 2030 goals are aligned with the top five topics identified in the assessment.</p> <p>Members of the Enterprise Risk Management or ERM team (see GRI 2-13) are engaged throughout the process to ensure the incorporation of previously identified risks in the assessment and to evaluate any risks newly identified through the materiality assessment in existing risk management activities. The assessment results are reviewed, revisited and signed-off for publication annually by executives and by the Sustainability and Corporate Responsibility committee of the board.</p>

GRI 3: Material Topics



GRI 200: Economic Topics

GRI 201: Economic Performance [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Economic Performance	2023 10-K: Item 7 ; 2024 Proxy Statement
201-1	Direct Economic Value Generated and Distributed	2023 10-K
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	2023 TCFD Report : Climate change risks and opportunities, management and financial impacts; FY2023 CDP Response ; 2023 10-K : Items 1 and 1A, Climate change risks and impacts
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	2023 10-K

GRI 205: Anti-Corruption [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Anti-Corruption	<p>Republic's values and priorities, manifested in our Code of Business Ethics and Conduct (the "Code") and Human Rights Policy, reflect our ongoing commitment to legal and regulatory compliance, integrity and business ethics in every level within our organization. We have worked diligently to maintain a culture that values teamwork, trust and integrity with an unwavering commitment to uphold the highest ethical standards in our business practices. Our dedication to maintain a strong ethical culture by choosing to do the right thing for our people, customers, shareholders, communities and environment, is foundational to our values. This dedication represents the highest standards of integrity and excellence we have set for every Republic employee and all our business relationships.</p> <p><i>Coverage:</i> The company's anti-corruption indicators, as defined in our Code, apply to our employees, board of directors, independent contractors, consultants and other third parties when acting on behalf of the company. Coverage is applicable to all services provided.</p> <p>We also have a standalone Supplier Code of Business Ethics and Conduct ("Supplier Code"), which is applicable to our vendors, contractors, consultants, agents, representatives, brokers, and any other third party that provides us with goods and services. Our Supplier Code outlines our expectations with respect to our Suppliers' conduct when they are doing business with, or on behalf of, Republic Services, with an emphasis on ethical, lawful conduct in every circumstance.</p> <p style="text-align: right;"><i>Continued on following page</i></p>

GRI 205: Anti-Corruption [2016] (Continued)

Standard	Description	Cross-Reference or Answer
3-3 <i>Continued</i>	Management of Anti-Corruption	<i>Approach:</i> The Code exemplifies our values and is the cornerstone to sustaining a strong ethical culture. We continue to act on employee feedback and behaviors to ensure we take all necessary actions to foster and elevate Republic's ethical culture and ethics and compliance program. This includes raising concerns about potential violations of the Code and related policies. Our employee hotline, the "AWARE Line," is available for all employees to raise concerns anonymously, without fear of retaliation. A full description is available within the Code. We do not permit retaliation or intimidation against anyone who reports a concern, raises a compliance question, seeks advice or cooperates in an investigation. Anyone who retaliates or attempts to retaliate will be subject to disciplinary action, up to and including termination of employment. All concerns escalated through the AWARE Line or other means are fully investigated and, in cases where a violation has occurred, employees face disciplinary action, up to and including termination of employment.
205-1	Operations Assessed for Risks Related to Corruption	We periodically engage an independent third party to conduct an assessment of our Ethics & Compliance program; conducted by Ethisphere in 2024. Additionally, our internal audit team assesses the Ethics & Compliance function. As part of their internal controls assessment, they audit certain aspects of the program.
205-2	Communication and Training about Anti-Corruption Policies and Procedures	In 2023, we reinforced our Code of Business Ethics and Conduct ("Code") and ethical culture through additional communications and training for all employees. This included hosting our third annual Ethics Week, which featured events, discussion, and communications focused on acting ethically and in compliance with the Code. It also included a follow-up to our first Code of Ethics lesson from 2022, Our Values in Action, with a second lesson focused on Living Our Values for Our People. These lessons bring our Code to life and show our employees how our values can guide them in making the right choices. In addition to the all-employee training, we delivered an Ethical Leadership course to all leaders, which focused on active listening and taking action when presented with employee concerns. Antitrust and Competition training courses were also assigned to key employee populations to provide an understanding of core antitrust and competition law principles and guidance on how to win business the right way.
205-3	Confirmed Incidents of Corruption and Actions Taken	For the reporting year 2023, we did not have any material violations or breaches of our Code of Business Ethics & Conduct .

GRI 300: Environmental Topics

GRI 302: Energy [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Energy	<p>Our Environmental Policy guides our commitment and efforts to continuously improve our environmental performance and reduce our impacts. Republic's largest energy consumption is in the form of transportation fuel. We have tens of thousands of vehicles and heavy equipment, including recycling and waste collection vehicles, and mobile machinery used at our facilities to move and manage waste, and support vehicles, all used in the service of our customers across North America. Our collection and support vehicles consume the largest share of our total energy footprint.</p> <p>Natural Gas Vehicles: Natural gas is a bridge fuel on our path toward fleet electrification. Approximately 20% of our recycling and solid waste collection fleet runs on renewable natural gas (RNG) through purchase agreements with RNG suppliers.</p> <p>Electric Vehicles (EVs): As part of Republic Services' efforts to reduce greenhouse gas emissions, we have made the industry's largest commitment to fleet electrification. Not only do electric vehicles offer a cleaner and quieter experience to our communities, they allow greater fuel efficiency than diesel and natural gas, enabling our fleet to travel more miles per unit of energy. We operate numerous electric vehicles from multiple manufacturers, giving us important insights and the confidence to scale our vehicle electrification.</p> <p>Fleet Automation: Most of our residential routes have been converted to automated single-driver trucks, which can complete a route faster, with less idling, reducing emissions, improving driver productivity and safety. Communities using automated vehicles have higher participation rates in recycling programs, complementing our initiative to expand our recycling capabilities.</p> <p>Standardized Maintenance: OneFleet, our standardized vehicle maintenance program, employs best practices for fleet management, truck care and maintenance. Through standardization of core functions, we reduce our fuel use and streamline maintenance processes, thereby lowering our environmental footprint and extending the life of our fleet.</p> <p>See GRI 302-4</p>

GRI 302: Energy [2016] (Continued)

Standard	Description	Cross-Reference or Answer				
302-1	Energy Consumption Within the Organization	Energy consumption within the organization	2020	2021	2022	2023
		Non-Renewable Energy (GJ)	28,264,160	28,767,867	29,055,473	25,405,851
		Renewable Energy (GJ)	4,127,193	4,477,660	4,399,909	4,338,203
		Non-Renewable Energy (MWh)	7,851,156	7,991,074	8,070,965	7,057,181
		Renewable Energy (MWh)	1,146,442	1,243,794	1,222,197	1,205,056
<p>2023 SASB Report: IF-WM-110b.1</p> <p>Reporting comprises energy consumption from vehicles, heavy equipment and building utilities. For all categories, we used management and operational control to assign ownership and avoid double-counting. See GRI 2-4 for details regarding restatements.</p>						
302-2	Energy Consumption Outside of the Organization	Energy consumption outside of the organization	2020	2021	2022	2023
		Non-Renewable Energy (GJ)	31,407,904	31,979,597	32,243,085	28,459,613
		Renewable Energy (GJ)	4,127,193	4,477,660	4,399,909	4,338,203
		Non-Renewable Energy (MWh)	8,724,418	8,883,221	8,956,413	7,905,448
		Renewable Energy	1,146,442	1,243,794	1,222,197	1,205,056
<p>Reporting comprises upstream leased assets and upstream transportation and distribution, including subcontractor hauling and third-party hauling. For all categories, we used management and operational control to assign ownership and avoid double-counting.</p>						

GRI 302: Energy [2016] (Continued)

Standard	Description	Cross-Reference or Answer																				
302-3	Energy Intensity	<table border="1"> <thead> <tr> <th>Energy intensity</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Energy (GJ)</td> <td>32,391,353</td> <td>33,245,527</td> <td>33,455,382</td> <td>29,744,053</td> </tr> <tr> <td>Revenue (\$US Millions)</td> <td>10,154</td> <td>11,295</td> <td>13,511</td> <td>14,964</td> </tr> <tr> <td>Energy Intensity (GJ/\$M)</td> <td>3,190</td> <td>2,943</td> <td>2,476</td> <td>1,988</td> </tr> </tbody> </table>	Energy intensity	2020	2021	2022	2023	Energy (GJ)	32,391,353	33,245,527	33,455,382	29,744,053	Revenue (\$US Millions)	10,154	11,295	13,511	14,964	Energy Intensity (GJ/\$M)	3,190	2,943	2,476	1,988
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Reporting comprises energy consumed (as stated in GRI 302-1) divided by revenue.																						
Annual energy consumption has been restated to account for subsequent acquisitions, while revenue has not and represents what was reported on Form 10-K of the listed year. Therefore, annual energy intensity reported here is not like-for-like and may not be a representative metric. See GRI 2-4 for more information regarding restatements.																						
302-4	Reduction of Energy Consumption	<p>Fleet Energy Efficiency: Our fleet electrification strategy is driven by the significant energy efficiency gains electric vehicles have over conventional vehicles. Electric motors are three to five times more efficient at converting energy into power at the wheels than internal combustion engines, reducing the amount of energy consumed for every mile driven. With a fleet of tens of thousands of vehicles and pieces of heavy equipment, our electrification transition will make the largest impact on the reduction of our energy consumption. Our industry-leading ambition is that EVs will comprise half of our new truck purchases by 2028.</p> <p>We are leveraging technology to digitally connect our customers, drivers, dispatchers, supervisors and trucks via our “RISE” dispatch platform and in-cab technology. This technology allows for improved route productivity through more real-time routing information and data visualization tools, decreasing fuel consumption and idle time and their associated vehicular emissions.</p>																				
		<p>Building Energy Efficiency: Republic has implemented building automation systems in our new facility designs to optimize energy use in systems like HVAC, lighting and equipment. These automated systems are programmed with the building’s hours of occupancy so that temperature and lighting are adjusted up/down or on/off appropriately depending on the occupants’ needs/load, significantly reducing energy demand. Most of our new facilities have daylight sensors, automatically dimming lights and reducing electricity usage, as well as local sensors tracking water, electricity and natural gas usage. It is our intent to connect these sensors to a building automation system with a centralized team overseeing usage trends and remotely adjusting controls as appropriate.</p> <p>Our Plano, Texas Recycling Facility achieved LEED certification in part due to its energy efficiency measures. This marks our third building to achieve this prestigious certification for green building.</p> <p>For our growing EV fleet, where feasible, Republic plans to incorporate smart solar systems capable of allocating power to EV charging or to offset the building’s electricity, depending on the time of day and need.</p>																				

GRI 303: Water and Effluents [2018]

Standard	Description	Cross-Reference or Answer															
3-3	Management of Water and Effluents	<p>The primary effluent across our operations is leachate, a by product of waste decomposing in landfills. In our context, leachate is liquid that has passed through or come from waste, namely at landfills. Republic is dedicated to protecting the watersheds within our communities. This means we thoughtfully and responsibly design leachate collection and management systems at each of our sites to ensure that our landfills minimize negative impacts on watershed regeneration. By removing liquids from landfills, site operators can improve the efficiency of landfill gas extraction wells and other interrelated operating systems. Our comprehensive leachate management plans govern the ways in which we collect leachate and protect the surrounding environment, and we are continuously exploring new technologies.</p> <p>In addition to our collection systems, we operate numerous pretreatment facilities where liquids are removed from landfills. The most common form of pretreatment is aeration, which adds air to liquids, accelerating the elimination or reduction of constituents. Other techniques to remove constituents include chemical precipitation, which works by adjusting water chemistry, and advanced biological treatment, which uses microorganisms. Pretreated liquids are typically discharged or transported to municipal treatment facilities, much like household wastewater.</p>															
303-1	Interactions with Water as a Shared Resource	<p>Republic uses water to control dust at landfills as required by air quality control regulations, to clean vehicles and equipment, and to support vegetation. Our water is primarily drawn from on-site stormwater basins or municipal sources. We employ stormwater management practices such as retention basins to capture, treat, and reuse water on-site. In some jurisdictions, stormwater collected on-site can be reused for activities such as mandatory dust control. Our interactions with water are governed by our Environmental Resource Guide, which includes standard operating procedures (SOPs) like our Stormwater Pollution Prevention Plan Absolute and Leachate Management Absolute. Our Environmental Policy guides these SOPs and our actions by dictating that our operations minimize impact to air, water and land.</p> <p>We utilize GIS tools to understand how our individual locations interact with water and which may be at risk from water scarcity and drought, average and extreme rainfall. We are constrained by our operational geographies, which limit our ability to fully address water-related impacts. However, we make efforts to mitigate risks through water conservation strategies and management techniques. See our 2023 TCFD Addendum.</p>															
303-2	Management of Water Discharge-Related Impacts	<p>Republic follows all federal, state and local requirements around the discharge of effluent, which includes leachate. These standards include guidelines set forth in the Clean Water Act among others. We also have a robust set of policies, standard operating procedures, and “absolutes” within our Environmental Resource Guide.</p>															
303-3	Water Withdrawal	<table border="1"> <thead> <tr> <th>Water withdrawal</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Megaliters</td> <td>1,726</td> <td>1,768</td> <td>1,992</td> <td>1,958</td> </tr> <tr> <td>Million cubic meters</td> <td>1.726</td> <td>1.768</td> <td>1.992</td> <td>1.958</td> </tr> </tbody> </table> <p>These volumes represent water purchased from utilities during the listed reporting year, without historical restatements based on acquisitions or divestitures. Our 2022 reporting includes our large acquisition of US Ecology, which contributes to the increase from 2021 to 2022.</p>	Water withdrawal	2020	2021	2022	2023	Megaliters	1,726	1,768	1,992	1,958	Million cubic meters	1.726	1.768	1.992	1.958
Water withdrawal	2020	2021	2022	2023													
Megaliters	1,726	1,768	1,992	1,958													
Million cubic meters	1.726	1.768	1.992	1.958													

GRI 304: Biodiversity [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Biodiversity	Our Environmental Policy requires that we minimize our environmental impact. The vast majority of our sites are hauling facilities in industrial zones, offering parking and maintenance for our vehicles. Our landfills present the opportunity for closer engagement with the biodiversity of our ecosystems. As landfills close, we endeavor to recommission them as natural space, such as parks or preservations. At several of our closed landfills, we have employed bioremediation techniques (see GRI 3-3: 303 Water and Effluents for description) via our wetlands and vegetation, which allow for an abundance of species biodiversity. See examples in our 2023 Sustainability Report .

GRI 305: Emissions [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Emissions	<p>Our Environmental Policy guides our commitment to continuous improvement and impact reduction. We are committed to pollution prevention, and we were the first in the industry to set a science-based greenhouse gas (GHG) emissions reduction target, doing our part to combat global warming. Our scale and strength put us in a unique position to provide safe, responsible environmental services while protecting the planet and our communities.</p> <p>Landfill methane, vehicle and equipment use, and building energy all contribute to climate change, which is why we've adopted a Paris-aligned Science Based Targets initiative (SBTi) approved goal to reduce absolute Scope 1 and 2 GHG emissions 35% by 2030 from a 2017 baseline. Our climate leadership allows us to reduce operating costs, minimize risks to assets, moderate impacts of fuel price volatility and potential carbon pricing, and attract customers in a low-carbon economy. We outline major pathways driving our continued reductions:</p> <p>Landfill Innovation: Our modern landfills are complex, highly controlled biological systems. Our engineers design these structurally stable facilities to enable waste decomposition in a manner that manages byproducts and minimizes impact to the environment today and for years to come. Our efficient landfills collect vast volumes of would-be fugitive GHG emissions for beneficial reuse or processing, converting it from an impact into an opportunity. When reuse is not feasible, we thermally destruct gas on-site, safely destroying harmful pollutants and significantly reducing GHG emissions. We continually explore new technology and operating practices.</p> <p>Diversion of Materials from Landfill: Since landfill emissions originate from the decomposition of materials, by diverting carbon-based refuse to organics or other processing facilities, fugitive emissions will decline. We offer recycling and organics processing to our customers and advocate for regulatory environments that promote recycling.</p> <p>Fleet Innovation: We partner with battery and truck manufacturers to electrify our fleet, with an industry leading ambition for 50% of our new vehicle purchases to be electric by 2028. The benefits of electric trucks are plentiful: reduced carbon emissions, lower maintenance, regenerative braking, reduced noise and fewer overall impacts in the communities we serve. Approximately 20% of our collection vehicles operate on natural gas and since 2020, 100% of fuel for those vehicles has been sourced as renewable natural gas (RNG). RNG consists of recovered methane and its use can reduce emissions over 70% versus diesel. We're also rolling out the use of low-emission renewable diesel (RD) in certain regions. Trucks fueled by electricity, RNG, and RD provide us a competitive advantage in communities with strict emission standards. For our growing EV fleet, we plan to incorporate renewable energy and software to allocate power to EV charging or to the building's usage, depending on the time of day and need.</p> <p>Green Building: Our commitment to sustainable practices extends to our facilities. Our new building construction and retrofits are guided by the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) standards, including measures to reduce energy, conserve water, to use sustainable building materials, and to follow design principles for enhanced comfort.</p> <p>2023 Sustainability Report: Climate Leadership, 2023 TCFD Addendum</p>

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer					
305-1	Direct (Scope 1) GHG Emissions	Scope 1 emissions (MTCO₂e)	2017	2020	2021	2022	2023
		Landfills	13,151,903	12,505,470	12,042,474	11,995,167	11,426,636
		Fleet	1,867,683	1,508,137	1,530,895	1,532,762	1,318,694
		Buildings	255,609	267,000	275,382	288,210	258,649
		Total Scope 1 GHG Emissions	15,275,194	14,280,607	13,848,752	13,816,139	13,003,979
		Biogenic Emissions	6,361,750	6,840,173	6,576,152	6,483,120	6,772,191
		<p>2023 Sustainability Report: Climate Leadership 2023 SASB Report: IF-WM-110a.1 See GRI 2-4 for details regarding restatements.</p> <p>The inventory includes CO₂, CH₄ and N₂O emissions from fuel consumption. HFC emissions from refrigerant use, PFCs, NF₃ and SF₆ are not included, as Republic does not interact with these compounds at a materially reportable level. Emissions factors used for electricity and other fuels are subregion-, region-, or country-specific where applicable, using the latest databases from governmental sources (i.e., U.S. EPA's eGRID and UK's Defra for mobile sources to supplement eGRID data gaps). Scope 1 emissions are comprised of organic waste decomposing in landfills, fleet and heavy equipment and natural gas associated with use in buildings.</p> <p>Biogenic Emissions</p> <p>There are five sources of biogenic carbon emissions that are relevant to Republic Services: CO₂ from the combustion of landfill gas via flares, CO₂ passing through onsite combustion devices, fugitive CO₂ generated from the biological decomposition of waste in landfills, CO₂ as a product of CH₄ oxidation in the landfill cap, mobile combustion of biodiesel and biomethane. Biogenic emissions are reported in aggregate in the table in this disclosure and are treated separately from Scope 1 in accordance with the GHG Protocol. Republic follows guidance from U.S. EPA on determining emissions of these sources of solid, gaseous, liquid and biomass fuels from: Mandatory Reporting of Greenhouse Gases Final Rule, 74 Fed. Reg. 56260 (Oct. 30, 2009); Tables C1 and C2 at 56409 and 56410. Republic also follows guidance from U.S. EPA on revised emission factors for selected fuels from: Mandatory Reporting of Greenhouse Gases Final Rule, 75 Fed. Reg. 79091 (Dec. 17, 2010).</p> <p>Sequestered Carbon and Avoided Emissions</p> <p>Landfills act as a carbon sink, permanently sequestering carbon from municipal solid waste by removing it from the carbon cycle. Since the Greenhouse Gas Protocol does not currently allow for the accounting of avoided emissions, this total is not represented in our inventory. In 2023, Republic sequestered 28.42 MMTCO₂e, as calculated using a 2008 U.S. EPA waste characterization study.</p> <p>Republic offers a number of products and services which enable our customers to avoid their emissions, most notably, recycling and composting. The U.S. EPA's Waste Reduction Model (WARM) provides an estimate of avoided lifecycle emissions by comparing a baseline (landfilling) to an alternative (recycling, composting). Lifecycle emissions include upstream mining, processing and transportation of materials that enter the waste stream, transportation and recovery/processing of commodities/compost by companies like Republic, as well as downstream processing, transportation, processing and re-manufacturing where applicable. Using WARM v15, we estimate the avoided lifecycle emissions from the 4.3M short tons of recycled commodities and 1.1M short tons of compost that we processed in 2022 (less customer contamination), to be a negative 9.5 MMTCO₂e. The significant change from our previous year's avoided emissions is attributed to changes in the EPA's WARM model.</p>					

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer						
305-2	Energy Indirect (Scope 2) GHG Emissions	Scope 2 emissions (MTCO₂e)	2017	2020	2021	2022	2023	
		Market-based	212,126	189,994	180,191	168,604	172,968	
		Location-based	215,051	188,380	178,047	165,375	169,256	
		2023 Sustainability Report : Climate Leadership Indirect emissions sources include electricity used in buildings and facilities. See GRI 2-4 for details regarding restatements.						
305-3	Other Indirect (Scope 3) GHG Emissions	Scope 3 emissions by category (MTCO₂e)	2017	2020	2021	2022	2023	
		1. Purchased goods and services	1,476,145	1,491,329	1,062,652	655,671	1,202,761	
		2. Capital goods	281,152	286,016	331,822	180,901	290,725	
		3. Fuel- and energy-related activities	516,082	480,329	530,296	508,761	435,217	
		4. Upstream transportation and distribution	190,606	197,988	488,178	165,134	182,480	
		5. Waste generated in operations	72,921	103,195	91,778	84,375	90,047	
		6. Business travel	26,295	11,763	10,683	9,955	11,848	
		7. Employee commuting	181,353	141,120	148,145	155,334	149,663	
		8. Upstream leased assets	846	909	916	825	340	
		11. Use of Sold Products	8,283	8,887	13,621	9,075	8,986	
		15. Investments	20,044	30,148	24,996	22,053	25,319	
		Total Scope 3 Emissions	2,753,684	2,751,684	2,703,086	1,792,085	2,397,385	
		Biogenic Emissions	1,615,104	1,734,533	2,654,340	1,769,847	1,752,896	
			Total GHG Emissions (MTCO₂e)	2017	2020	2021	2022	2023
			Scopes 1 & 2	15,487,320	14,470,602	14,028,943	13,984,743	13,176,947
	Scopes 1, 2 & 3	18,241,004	17,222,286	16,732,029	15,776,828	15,574,332		
<p>*During 2022, Republic underwent an enterprise-wide migration to a new data management platform, which impacted our reporting. Notably, the figures reported under scope 3, category 2. Capital Goods are derived from data that remained under review at the time this report was published and year-over-year reporting of that metric may not be meaningful. Our ongoing review may result in future restatements. Our 2022 GHG inventory earned third-party assurance, including scope 3, category 2; see our 2023 Assurance Statement.</p>								

Continued on following page

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer
305-3 <i>Continued</i>	Other Indirect (Scope 3) GHG Emissions	<p>Republic includes Scope 3 emissions for the listed categories. Refer to our FY2023 CDP Report for additional details on the standards, methodologies and assumptions used to calculate the data reported in this Indicator. Other Scope 3 emissions categories are not considered materially reportable by Republic, as they do not apply to our business model. The inventory includes CO₂, CH₄ and N₂O emissions throughout our value chain from fuel consumption, purchased electricity and landfill emissions. HFC emissions from refrigerant use, PFCs, NF₃ and SF₆ are not included, as Republic does not interact with these compounds at a materially reportable level. See GRI 2-4 for details regarding restatements.</p> <p>Unless otherwise stated, Republic used its annual supplier and procurement spend data to perform an Environmentally Extended Economic Input-Output (EEIO) analysis to calculate Scope 3 emissions. We mapped the spend data to corresponding industry sectors and then multiplied by cradle-to-gate emission factors for each activity to provide estimated carbon emissions associated with the extraction, production and transportation of the Scope 3 category. Due to the nature of cost and accrual accounting, this may represent an under- or over-reporting of emissions in certain supplier categories and specific suppliers based on available spend data. We anticipate improving the methodology and availability of data in the future, which will impact our year-over-year reporting and trends over time.</p> <p>Our solid waste industry peers have come to a consensus that emissions from waste collected from customers and disposed of at third-party facilities are within the Scope 3 of the customers whose waste was hauled, and within the Scope 1 of the landfill owners/operators, however those emissions are excluded from the inventory of the hauler.</p> <p>Republic joins the widespread recognition that comprehensive and consistent reporting of Scope 3 emissions can only occur through continuous, ever-evolving process improvement. We demonstrate our commitment to continuous improvement through transparent reporting, evaluation and addition of Scope 3 categories, increasingly robust approaches to data collection, and regular reviews. One of the consequences of that commitment is the incidence of significant year-over-year variation in our reporting of certain Scope 3 categories.</p> <p>Non-EEIO methodology notes:</p> <p>Category 3 (Fuel- and energy-related activities not included in Scope 1 or 2) – Fuel and electricity data is supplied directly from utility companies. We then calculate total activity data for each energy type by country and multiply these totals by their relevant specific emission factors from UK Defra/DECC 2019 Conversion Factors for company Reporting; except in the case of electricity Transmission and Distribution Loss emission factors, for which emission factors from U.S. EPA 2021 were used.</p> <p>Category 4 (Upstream transportation and distribution) – Republic maintains detailed cost data for third-party hauler and subcontract collection services that it uses to support its own collection services. We completed an assessment of fuel spend as a percent of total spend on third-party hauling. We used that assessment to determine the quantity of fuel consumed by the third-party fleets using the 2023 DOE national average for Ultra Low Sulfur Diesel (ULSD). Next, we calculated upstream T&D loss emissions from these total gallons of third-party fuel. We also calculated fuel used by subcontract collection vehicles. We converted the fuel spend estimate to gallons of diesel using the 2023 DOE national average for ULSD, which we then used to calculate GHG emissions. We used U.S. EPA Climate Leaders: Emission Factors for Greenhouse Gas Inventories, 2020 to calculate the emissions.</p> <p>Category 5 (Waste Generated in Operations) – Republic Services has two main sources of waste generated from operations. We use a life-cycle assessment method to calculate emissions from leachate and an extrapolation methodology to aggregate company-wide emissions from other operational waste. For our MSW generated in operations, we excluded the percentage that is taken to Republic-owned or -operated landfills as that is included in our Scope 1 emissions inventory.</p>

Continued on following page

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																										
305-3 <i>Continued</i>	Other Indirect (Scope 3) GHG Emissions	<p>Category 6 (Business travel) – Annual data for air travel, rail travel, and rental car travel is provided by Republic’s travel agency. Air travel data is broken out by each flight leg and the distances, which is used to calculate total short, medium and long-haul miles (Short flights (<300 mi), Med. flights (300-2300 mi), Long flights (>2300 mi). Republic’s travel agency was able to provide miles by cabin class. UK DEFRA 2020 emissions factors with radiative forcing are used to calculate the air travel GHG emissions, based on distance threshold and cabin class. Rail travel data was provided in terms of distance traveled. U.S. EPA Climate Leaders: Emission Factors for Greenhouse Gas Inventories, 2020 were used to calculate the emissions from the rail travel mileage. The rental car report in 2022 provided fuel volumes. U.S. EPA Climate Leaders: Emission Factors for Greenhouse Gas Inventories, 2020 were used to calculate the emissions from the rental car gasoline.</p> <p>Category 7 (Employee commuting) – Republic Services calculates employee commuting based on a U.S. EPA assumption of 41 miles round trip per eligible employee driven in a passenger car. Many of our non-frontline workers conduct their roles either remotely or on a hybrid work-from-home model, which we accounted for in our determination of number of employees commuting each day. We used the number of employee commuting days to calculate total mileage, and applied EPA Table 10 Emission Factor to total mileage.</p> <p>Category 8 (Upstream leased assets) – Our upstream leased assets include data centers that have some predetermined agreements in place to avoid emissions. For example, our Switch data center is powered by 100% renewable energy. For non-renewable energy, we apply the applicable EPA eGrid factor based on facility location.</p> <p>Category 11 (Use of sold products) - Republic Services calculates our use of sold products based on the flow of landfill gas out of our wells and the applicable USEPA Emissions Factor.</p> <p>Category 15 (Investments) - For all investments where the investment company’s valuation and equity percentage was available, Republic multiplied our percentage of investment in the company by it’s valuation by the appropriate emissions factor. For investments where revenue of valuation is unavailable, the valuation was replaced by the asset turnover ratio.</p>																																										
305-4	GHG Emissions Intensity	<table border="1"> <thead> <tr> <th>Emissions intensity</th> <th>2017</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Revenue (\$US Millions)</td> <td>10,042</td> <td>10,154</td> <td>11,295</td> <td>13,511</td> <td>14,964</td> </tr> <tr> <td>Scope 1 CO₂e/\$M</td> <td>1,521</td> <td>1,406</td> <td>1,226</td> <td>1,023</td> <td>869</td> </tr> <tr> <td>Scope 2 CO₂e/\$M</td> <td>21</td> <td>19</td> <td>16</td> <td>12</td> <td>12</td> </tr> <tr> <td>Scope 3 CO₂e/\$M</td> <td>274</td> <td>271</td> <td>239</td> <td>133</td> <td>160</td> </tr> <tr> <td>Scopes 1 & 2 CO₂e/\$M</td> <td>1,542</td> <td>1,425</td> <td>1,242</td> <td>1,035</td> <td>881</td> </tr> <tr> <td>Scopes 1, 2 & 3 CO₂e/\$M</td> <td>1,817</td> <td>1,696</td> <td>1,481</td> <td>1,168</td> <td>1,041</td> </tr> </tbody> </table> <p>Totals may differ from the sum of the components due to rounding.</p> <p>Annual emissions have been restated to account for subsequent acquisitions, however revenue has not been restated and matches what was reported on Form 10-K of each listed year. Therefore, annual emissions intensity reported here is not like-for-like and comparing year-over-year intensity is not meaningful. See GRI 2-4 for more information regarding restatements.</p>	Emissions intensity	2017	2020	2021	2022	2023	Revenue (\$US Millions)	10,042	10,154	11,295	13,511	14,964	Scope 1 CO ₂ e/\$M	1,521	1,406	1,226	1,023	869	Scope 2 CO ₂ e/\$M	21	19	16	12	12	Scope 3 CO ₂ e/\$M	274	271	239	133	160	Scopes 1 & 2 CO ₂ e/\$M	1,542	1,425	1,242	1,035	881	Scopes 1, 2 & 3 CO ₂ e/\$M	1,817	1,696	1,481	1,168	1,041
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GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer					
305-5	Reduction of GHG Emissions	2030 SUSTAINABILITY GOAL: Climate Leadership	2017		2023	Change ('17-'23)	2030 Goal
		Scope 1	15,275,194		13,003,979	-14.87%	
		Scope 2	212,126		172,968	-18.46%	
		Science Based Target: Scopes 1 & 2	15,487,320		13,176,947	-14.92%	10,066,758
		Scope 3	2,753,684		2,397,385	-12.94%	
		Scopes 1, 2 & 3	18,241,004		15,574,332	-14.62%	
Totals may differ from the sum of the components due to rounding. See GRI 2-4 for details regarding restatements.							
305-7	Nitrogen Oxides (NO _x), Sulfur Oxides (SO _x), and Other Significant Air Emissions	Air emissions (metric tons)	2020	2021	2022	2023	
		NO _x (excluding N ₂ O)	2,389	2,340	2,297	2,325	
		SO _x	361	348	337	344	
		Volatile organic compounds (VOCs)	81	78	77	77	
		Hazardous Air Pollutants (HAPs)	55	53	51	53	
<p>2023 SASB Report: IF-WM-120a.1</p> <p>Landfill air emissions were calculated using measured landfill gas flows at individual open or enclosed flares, as reported to the U.S. EPA under the Greenhouse Gas Reporting Program (GHGRP), engineering calculations and mass balance calculations. These same gas flows are used in Republic's annual greenhouse gas reporting. It should be noted that the emissions factors and calculations used in this disclosure are based on the aggregate gas flow across the company and we are not using individual site emission factors and calculations. Calculations were based only on device type (i.e., open flare or enclosed flare) and did not consider other site-specific information such as permit limits, source test results, or other factors. For 2023 reporting, air emissions from fleet were added to this metric, and rebaselined back to 2020.</p>							

GRI 306: Waste [2020]

Standard	Description	Cross-Reference or Answer																					
3-3	Management of Waste	<p>Republic is one of North America’s largest providers of environmental services, namely recycling, waste and environmental solutions. See 2023 10-K Item 1 for an overview of our business including our facility counts and Item 1A for associated risk factors. Since the management of recycling and waste is our principal source of revenue, we have extensive management structures in place. These structures oversee every aspect of our activities, including fleet procurement, collection of household and business recycling and waste, customer education on proper recycling and waste habits, sale of goods to reuse markets and responsible landfill management. You may read more about our management of these activities throughout our reporting, including our 2023 10-K and 2023 Sustainability Report. We evaluate our management of these topics through performance targets throughout the organization, acknowledging that successful oversight of recycling and waste is a key driver to the success of our organization. This is evident by our goal to increase the circularity of key materials by 40% by 2030 of which progress towards is tied to executive compensation. Our Environmental Policy describes our approach to recycling and waste.</p> <p>In the context of our recycling and waste services business, the volume of recycling and waste produced by our own operations is insignificant. Within our own operations, we generate recycling and waste from our office workers, retired trucks and equipment, retired plastic and metal containers, oils and lubricants, and leachate. Reuse, repair and recycling of these items are part of our standard operating procedures, benefiting the environment, as well as our customers’ and our own finances.</p>																					
306-2	Management of Significant Waste-related Impacts	<table border="1"> <thead> <tr> <th>2030 SUSTAINABILITY GOAL: Climate Leadership</th> <th>2017</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>Circular Economy: Key Materials Recovered (million tons)</td> <td>2.402</td> <td>2.565</td> <td>2.572</td> <td>2.411</td> <td>2.228</td> <td>3.363</td> </tr> <tr> <td>Renewable Energy: Beneficial biogas reuse (billion scf)</td> <td>73.4</td> <td>72.1</td> <td>76.2</td> <td>72.3</td> <td>71.7</td> <td>110.1</td> </tr> </tbody> </table> <p>Republic Services is uniquely positioned to contribute to the circular economy as it provides recycling solutions for millions of customers across the country. These solutions along with the recycling education we provide helps to conserve precious natural resources and helps customers meet diversion goals. Our 2030 goals on Circular Economy and Renewable Energy exemplify our commitment to reduce waste in our communities. Progress toward those goals is listed below. Read more about those goals and how we’re working to achieve them in our 2023 Sustainability Report: Climate Leadership. See GRI 2-4 for details regarding the restatement of this goal.</p> <p>In the context of the waste we produce as a result of our operations, we work with our supply chain to take back materials after their useful life for Republic. For example, we have company-wide contracts in place for the reuse and recycling of our plastic carts, steel front-load containers, trucks and heavy equipment. We also have several centralized facilities across the country dedicated to repairing and refurbishing compactors so that we may extend their useful life. Our robust tire repair program ensures that our tire partner repairs and retreads tires repeatedly until they are no longer acceptable for use. Our standardized vehicle maintenance program, OneFleet, details our high-level of maintenance standards ensuring that our vehicles remain in operation as long as feasible.</p>	2030 SUSTAINABILITY GOAL: Climate Leadership	2017	2020	2021	2022	2023	2030 Goal	Circular Economy: Key Materials Recovered (million tons)	2.402	2.565	2.572	2.411	2.228	3.363	Renewable Energy: Beneficial biogas reuse (billion scf)	73.4	72.1	76.2	72.3	71.7	110.1
2030 SUSTAINABILITY GOAL: Climate Leadership	2017	2020	2021	2022	2023	2030 Goal																	
Circular Economy: Key Materials Recovered (million tons)	2.402	2.565	2.572	2.411	2.228	3.363																	
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GRI 306: Waste [2020] (Continued)

Standard	Description	Cross-Reference or Answer				
306-3	Waste Generated	Operational waste generated (metric tons)		2021	2022	2023
		Facility waste disposed		10,910	23,727	22,924
		Equipment waste disposed			157	157
		The above figures refer exclusively to waste generated by Republic Services operations that was not diverted from disposal. Where information was not available from our suppliers, estimates were used. Change from 2021 to 2022 attributed to acquisitions and improvements in estimation methodology.				
		Customer waste received at our MSW landfills (million metric tons)		2021	2022	2023
		Waste received		47.2	47.5	48.6
This figure refers exclusively to our customers' waste received at our MSW landfills.						
306-4	Waste Diverted from Disposal	Operational waste diverted from landfill (metric tons)		2021	2022	2023
		Facility material diverted		2,315	7,149	6,399
		Equipment material diverted			13,290	12,672
		Operational diversion rate (percent)		21.8%	46.1%	45.4%
		The above figures refer exclusively to volumes generated by Republic Services' operations that were diverted from landfill through reuse, repair, partner take-back programs, and recycling. Equipment material includes carts, containers, heavy equipment and tires. Where exact information was not available from our suppliers, estimates were used. Change from 2021 to 2022 attributed to acquisitions and improvements in estimation methodology.				
		Customer waste diverted from landfill (million metric tons)		2021	2022	2023
		Organics		0.9	0.9	1.0
		Recycling		5.3	5.1	4.8
		Total diverted		6.2	6.0	5.8
		Total MSW received		47.5	47.5	48.6
Customer diversion rate		12%	11%	11%		
This table represents the diversion practices of our customers. Republic supports our customers in their diversion goals through education, assessments and infrastructure investments. The diversion rate is calculated by dividing the diverted tons managed for our customers (recycling and organics) by those diverted tons plus the MSW we received at our MSW landfills. The diverted tons managed represent material collected by Republic or processed at a Republic recycling or organics facility and is not adjusted for customer contamination. The increase in recycling tons managed from 2021 to 2022 is partly due to an improvement in our accounting method. Totals may differ from the sum of the components due to rounding.						
2023 SASB Report : IF-WM-420a.3, IF-WM-420a.4						

GRI 308: Supplier Environmental Assessment [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Supplier Environmental Assessment	<p>Our approach to responsible supply chain management encompasses social and environmental topics. The information reported throughout GRI 308 encompasses GRI 414: Supplier Social Assessment.</p> <p>To preserve the trust placed in Republic Services as a leader in the environmental services industry, we foster responsibility throughout our network of vendors, contractors, consultants, agents, representatives, brokers and any other third parties that provide us with goods and services (collectively, “Suppliers”) to commit to and uphold our values to be Safe, Committed to Serve, Environmentally Responsible, Driven and Human-Centered. Our strategy, implementation and reporting on responsible supply chain management is developed in conversation with, and approval by our Chief Operating Officer (COO), and with oversight from the Sustainability & Corporate Responsibility Committee of our board of directors.</p> <p>We engage with our suppliers during onboarding, our sustainability-led materiality- and supplier-practices- assessments, and ongoing monitoring with management. Beginning with their participation in an RFP and throughout our ongoing relationship, we work directly with suppliers to understand the environmental, social and governance aspects of responsible supply chain management at Republic, to understand their practices, to develop their capabilities, and for us to grow together on these important issues. For example, we provide resources to help our diverse suppliers become certified, including paying for their certification and hiring consultants to assist in the application process. We also provide related training for our key suppliers. In quarterly business reviews (QBRs), our supplier diversity and sustainability team members engage directly with our suppliers to develop our suppliers’ ability to align with our environmental, social, governance (ESG) and other requirements.</p> <p>Our Supplier Code of Business Ethics and Conduct (“Supplier Code”), covering ESG and other business requirements, is included in all our contract templates, which are signed as part of the onboarding process. A supplier who does not agree to our Supplier Code may be screened and excluded from doing business with us. We regularly review our supplier relationships to evaluate supplier behavior and compliance with the Supplier Code. If a supplier is in breach of the Supplier Code we take corrective actions ranging from capacity building programs for suppliers to improve their practices over a specific timeframe, to termination of our relationship with the supplier.</p> <p>Republic Services understands success comes from diverse perspectives and commitment to a diverse supply chain and we are dedicated to spending \$150M with certified diverse suppliers by 2025, including a 50% increase in spend with certified black- and/or women-owned businesses. In support of these goals, we make an intentional effort to include a diverse supplier in every RFP and to consider the diversity of our potential suppliers as we assess their standing in a bid process. Spend with our diverse tier 1 suppliers applies directly toward our goal, and our non-diverse tier 1 suppliers participate in our tier 2 spend reporting program, creating an end-to-end diverse supply chain. See our 2023 Sustainability Report: Talent for goal progress and visit our Supplier Diversity site to learn more.</p> <p>Suppliers able to assist us with our sustainability goals and other environmental or social initiatives may receive preference during the selection process. For example, we elect to partner with manufacturers to source products (e.g., carts, uniforms, etc.) from recycled content, and to collect those products at the end of their useful lives to be reprocessed as new products.</p> <p>Fulfilling the many aspects of our management of supplier responsibility, we provide training and education to our employees. Our onboarding training for 100% of employees includes a sustainability module and that training is reinforced through ongoing company communication through quarterly town halls, Blue Nation Online – a public website for our employees, and other channels. Our Supplier Diversity Manager and our Sustainability Team have provided multiple trainings throughout the organization, including sessions for all members of the entire procurement organization. The importance of supplier diversity and sustainability are regularly emphasized in the weekly supply chain huddles, monthly town halls and category reviews. New employees within procurement are required to meet with our supplier diversity manager to learn more about the programs described here.</p>

GRI 308: Supplier Environmental Assessment [2016] (Continued)

Standard	Description	Cross-Reference or Answer		
308-1	New Suppliers That Were Screened Using Environmental Criteria	Supplier screening program	2022	2023
		Total number of Tier-1 suppliers	9,960	9,871
		Total number of significant suppliers in Tier-1	1,411	1,322
		Percent of total spend on significant suppliers in Tier-1	17.6%	17.6%
		Total number of significant suppliers in non-Tier-1	0	0
		Total number of significant suppliers (Tier-1 and non-Tier-1)	1,411	1,322
		<p>We take a structured approach to identify our significant suppliers, involving the analysis of several factors including annual spend, type of product or service supplied, the criticality of that offering to the business, ability of the business to find a substitute, and the risk associated with the offering, which encompasses environmental, social and governance (ESG) risks. To identify suppliers to engage in our custom supplier ESG management survey, we rank our suppliers based on their contribution to Republic's Scope 3 greenhouse gas emissions.</p> <p>We use several tools to conduct our analyses including information-gathering templates during the RFP process, supplier diversity reporting through Quantum SDS, EcoVadis questionnaires, and our own supplier ESG management survey. These assessments include reviews of business risk through D&B, compliance databases, IT security practices and reporting, financial due diligence, and risk management, including sole source feasibility; and they evaluate ESG policies, management systems and reporting, for example, Republic's share of suppliers' greenhouse gas emissions. We also consider risks related to countries of operations of our upstream suppliers, for example, our supply chain team evaluated risks in suppliers that were using third parties geographically impacted by the Russian invasion of Ukraine.</p> <p>In addition to our desk-based assessments, we work directly with suppliers in multiple ways to understand their practices. Members of Republic's purchasing team visit our suppliers to conduct on-site reviews of their manufacturing processes. As part of our supplier management program, we issue corrective action plans (CAPs) as needed and administration of these CAPs may be contractual requirements with defined performance milestones needed to maintain an ongoing relationship with Republic. In our QBRs, we review opportunities to close out corrective actions and identify additional improvement opportunities.</p>		

GRI 400: Social Topics

GRI 401: Employment [2016]

Standard	Description	Cross-Reference or Answer																														
3-3	Management of Employment	<p>When we keep our team members engaged and interested in coming to work, we see dividends. An engaged workforce is less expensive to maintain, with employees functioning as brand ambassadors, in turn exceeding the expectations of customers, communities and investors. This virtuous cycle enables our leaders to focus on the future of the business, rather than spending time and money on redundant staffing.</p> <p>We track the effectiveness of our employment actions through both employee engagement and community impact. We also conduct annual performance and talent assessments of our employees to provide them with feedback on their work, goals for continuous improvement and to identify and enable professional development opportunities. The annual performance reviews include an assessment of employee behavior with respect to all policies, including our Code of Business Ethics and Conduct.</p> <p>Policies, commitments and disclosures related to our employment practices can be found in our Human Rights Policy, Code of Business Ethics and Conduct, Non-Discrimination and Equal Employment Opportunity Policy, Anti-Harassment Policy, 2023 EEO-1 Report, Civil Rights Audit (September 2022), and our internal Employee Handbook.</p>																														
401-1	New Employee Hires and Employee Turnover	<table border="1"> <thead> <tr> <th>Employee Engagement</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>2030 SUSTAINABILITY GOAL: Talent Engaged Workforce: company-wide</td> <td>85</td> <td>84</td> <td>85</td> <td>86</td> <td>88</td> </tr> <tr> <td>Ethnically diverse</td> <td>87</td> <td>86</td> <td>87</td> <td>87</td> <td></td> </tr> <tr> <td>Female</td> <td>86</td> <td>86</td> <td>86</td> <td>88</td> <td></td> </tr> <tr> <td>Male</td> <td>85</td> <td>84</td> <td>84</td> <td>85</td> <td></td> </tr> </tbody> </table>	Employee Engagement	2020	2021	2022	2023	2030 Goal	2030 SUSTAINABILITY GOAL: Talent Engaged Workforce: company-wide	85	84	85	86	88	Ethnically diverse	87	86	87	87		Female	86	86	86	88		Male	85	84	84	85	
Employee Engagement	2020	2021	2022	2023	2030 Goal																											
2030 SUSTAINABILITY GOAL: Talent Engaged Workforce: company-wide	85	84	85	86	88																											
Ethnically diverse	87	86	87	87																												
Female	86	86	86	88																												
Male	85	84	84	85																												

Continued on following page

GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																													
401-1 <i>Continued</i>	New Employee Hires and Employee Turnover	<table border="1"> <thead> <tr> <th>Employee Turnover Rates</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Company-wide</td> <td>22.6%</td> <td>27.7%</td> <td>29.9%</td> <td>24.8%</td> </tr> <tr> <td>Voluntary turnover</td> <td>11.1%</td> <td>18.1%</td> <td>19.2%</td> <td>17.5%</td> </tr> <tr> <td>Drivers and technicians</td> <td>16.3%</td> <td>21.5%</td> <td>25.2%</td> <td>22.1%</td> </tr> <tr> <td>Age: Employees <30</td> <td></td> <td></td> <td></td> <td>42.3%</td> </tr> <tr> <td>Age: Employees 30-50</td> <td></td> <td></td> <td></td> <td>23.7%</td> </tr> <tr> <td>Age: Employees >50</td> <td></td> <td></td> <td></td> <td>11.1%</td> </tr> <tr> <td>Gender: Female employees</td> <td></td> <td></td> <td></td> <td>17.7%</td> </tr> <tr> <td>Gender: Male employees</td> <td></td> <td></td> <td></td> <td>22.0%</td> </tr> </tbody> </table>	Employee Turnover Rates	2020	2021	2022	2023	Company-wide	22.6%	27.7%	29.9%	24.8%	Voluntary turnover	11.1%	18.1%	19.2%	17.5%	Drivers and technicians	16.3%	21.5%	25.2%	22.1%	Age: Employees <30				42.3%	Age: Employees 30-50				23.7%	Age: Employees >50				11.1%	Gender: Female employees				17.7%	Gender: Male employees				22.0%
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401-2	Benefits Provided to Full-Time Employees	<p>As part of our commitment to meaningful employment practices that make us an employer of choice, Republic Services provides a total rewards package to all employees featuring competitive wages and comprehensive benefits. Benefits include, but are not limited to¹:</p> <ul style="list-style-type: none"> • Wage increases: To ensure our wages are keeping pace, we regularly give annual merit increases that incorporate the employee's performance, tenure or experience; a market-specific competitive landscape; and an annual assessment of the living wage. • Retirement plan: Our 401(k) program includes employer matching. • Employee Stock Purchase Plan (ESPP): Our ESPP provides employees the opportunity to acquire a stock ownership interest in Republic Services at a discount. • Performance-based awards: We reward performance through programs including Dedicated to Safety and Dedicated to Excellence, recognizing perfect safety, service and attendance for drivers, operators and technicians; Winner's Circle, honoring top sales leaders; Management Incentive Plan (MIP) providing bonuses to management based on the team's and/or company's performance on key performance metrics; Employee VIP awards, awarding employees who embody our values; and more. <p style="text-align: right;"><i>Continued on following page</i></p>																																													

GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																													
401-2 <i>Continued</i>	Benefits Provided to Full-Time Employees	<ul style="list-style-type: none"> • Health care: Offerings include medical, dental and vision insurance for employees and their families.* • Health and dependent care savings and flexible spending account: These programs allow employees to use tax-free dollars for health and dependent care through a convenient debit card and online account. • Life insurance and disability: company-paid life insurance, long- and short-term disability is available to employees with the option to purchase supplemental benefits.* • Paid time off (PTO): We support a healthy balance between work life and personal life with PTO. • Parental leave and support: Paid time off is provided for primary and secondary parents following a birth or adoption. Breast-feeding/lactation facilities are available offering privacy and comfort. • Bereavement and military leave: We are committed to supporting our employees who are called to or volunteer for military services and those who are mourning the loss of a loved one.* • Employee Assistance Program: Our EAP supports employee well-being through counseling, assessments or referrals. • Wellness program: We offer programs and benefits to help employees live a happy and healthy lifestyle, including care for employees' physical, emotional, social and financial wellness. • Flexible work arrangements: Recognizing the need for flexibility we offer flex scheduling and working hours, part-time and telecommuting/work-from-home/remote options for select roles. • Relocation assistance: With operations across North America, we provide robust assistance relocating our talent for select opportunities. • Employee membership discount programs: By leveraging the purchasing power of our network of employees, we offer discounts and rewards on items like travel and electronics to gym memberships. • Employee development: Development is a vital component of our culture, where people of all backgrounds can grow and thrive. Our career development programs include skills training, job retraining, mentoring programs, leadership development and tuition support. Learn more in GRI 3-3: 404 Training and Education and on our Talent website RepublicServices.com/Sustainability/Talent. <p>*About 99% of Republic Services employees are full-time (see GRI 2-7). Part-time employees are eligible for all the above benefits except those indicated with an asterisk.</p>																																													
401-3	Parental Leave	<table border="1"> <thead> <tr> <th>Parental leave</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Number of eligible female employees</td> <td>7,185</td> <td>7,493</td> <td>6,797</td> <td>7,714</td> </tr> <tr> <td>Number of eligible male employees</td> <td>23,809</td> <td>23,614</td> <td>28,304</td> <td>31,248</td> </tr> <tr> <td>Number of female employees who took parental leave</td> <td>98</td> <td>153</td> <td>152</td> <td>182</td> </tr> <tr> <td>Number of male employees who took parental leave</td> <td>376</td> <td>464</td> <td>502</td> <td>642</td> </tr> <tr> <td>Number of female employees retained 12 months after return to work</td> <td>62</td> <td>113</td> <td>104</td> <td>144</td> </tr> <tr> <td>Number of male employees retained 12 months after return to work</td> <td>255</td> <td>362</td> <td>390</td> <td>525</td> </tr> <tr> <td>Female employees retained 12 months after return to work (percent)</td> <td>63%</td> <td>74%</td> <td>68%</td> <td>79%</td> </tr> <tr> <td>Male employees retained 12 months after return to work (percent)</td> <td>68%</td> <td>78%</td> <td>77%</td> <td>82%</td> </tr> </tbody> </table>	Parental leave	2020	2021	2022	2023	Number of eligible female employees	7,185	7,493	6,797	7,714	Number of eligible male employees	23,809	23,614	28,304	31,248	Number of female employees who took parental leave	98	153	152	182	Number of male employees who took parental leave	376	464	502	642	Number of female employees retained 12 months after return to work	62	113	104	144	Number of male employees retained 12 months after return to work	255	362	390	525	Female employees retained 12 months after return to work (percent)	63%	74%	68%	79%	Male employees retained 12 months after return to work (percent)	68%	78%	77%	82%
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GRI 403: Occupational Health and Safety [2018]

Standard	Description	Cross-Reference or Answer
3-3	Management of Occupational Health and Safety	<p>Republic is guided by our overarching Safety Policy and comprehensive safety management program, and require safety to drive every decision we make. We've set aggressive goals to ensure that we keep safety top of mind – Safety Amplified: Zero employee fatalities and Incident Reduction: Reduce Total Recordable Incident Rate (TRIR) to 2.0 or less by 2030. Read more about those goals and our progress in our 2023 Sustainability Report: Safety. In 2022, a sustainability modifier was added to our executives' compensation plan that includes improved performance toward our safety goal, Incident Reduction. Read more in our 2024 Proxy Statement: Executive Compensation: Sustainability Modifier.</p> <p>Since 2018, our Safety Amplified initiatives have driven us to continually improve our safety record and reduce incidents. Occupational Safety & Health Administration's (OSHA) Total Recordable Incident Rate (TRIR) is best in-class, and we hold ourselves accountable to this metric. Our Safety Amplified goals help us deliver additional positive impacts for our company and stakeholders.</p> <ul style="list-style-type: none"> • Help preserve our license to operate in our communities • Enhance customer trust • Streamline operational processes and increase productivity • Deliver a reputational advantage, including positioning our company as an employer of choice • Build and sustain a safety culture in all areas of business • Contribute to employee engagement <p>Six elements make up the Safety Amplified platform:</p> <ul style="list-style-type: none"> • Focus Together gives foundational safety training to prevent crashes and injuries using line-of-business-specific materials, life-changing events and hands-on skills practices. • Lead Together brings best-in-class communication channels to our employees and includes communications training for all supervisors and managers. • Partner Together emphasizes collaboration with other departments to provide a detailed holistic approach to site visits with increased executive exposure. • Innovate Together prioritizes proactive use of technology and data to prevent crashes in the changing environments where we work. • Analyze Together identifies trends for better decision-making and opportunities for growth. • Celebrate Together recognizes positive impacts and achievements by tracking Safe Days and sharing proven best practices. <p>We're working with equipment manufacturers to incorporate safety elements such as seatbelt alarms, blind-spot awareness, lane departure alarms and other potentially life-saving equipment in our fleet. Continual training, multifaceted programs and strategic partnerships are the key components of our Safety Amplified platform, which is simple by design and comprised of actions and activities that ensure safety is embedded in all we do.</p> <p>No job is so urgent that we cannot take the time to do it safely. Republic's drivers, operators, technicians and other employees make up a large portion of our total company workforce — and well over half of our employee population is on the road each day. The success of our safety program is directly dependent on our people: employees with strong operational know-how, attention to detail and a consistent focus. Our employees are continually awarded by the National Waste and Recycling Association for Driver of the Year, which incorporates criteria for safe driving and community involvement.</p>

GRI 403: Occupational Health and Safety [2018] (Continued)

Standard	Description	Cross-Reference or Answer										
403-1	Occupational Health and Safety Management System	<p>Our commitment to safety begins with our overarching Safety Policy and expands to a comprehensive suite of underlying policies, procedures, manuals and expectations. Safety Amplified, our flagship health and safety management program, is described in GRI 3-3: 403 Occupational Health and Safety. The program builds on OSHA safety and health management program guidelines and recommended practices to bring safety at Republic beyond regulatory requirements. Safety Amplified's scope includes all Republic employees, at Republic-owned and -operated facilities, for all company activities described in our 2023 10-K. In addition, any contractor or third-party conducting business at our facilities is included in the scope of Safety Amplified.</p> <p>Our DOT drivers and other employees in safety-sensitive roles receive a physical copy of our own Safe Actions for Excellence (SAFE) Book, which they must read and sign an attestation that they understand its contents. Employees in safety-sensitive roles are also offered incentives tied to their safety performance as described in GRI 401-2.</p> <p>Republic has a professional staff of corporate and field safety professionals. The staff's primary function is to create an enterprise-wide culture of safety, improve overall safety performance, direct field safety activity, facilitate federal, state and local safety compliance, and provide statistics for performance standards to company goals. Field safety staff includes Area Safety Managers; Business Unit Level Safety Managers; and dozens of Safety Representatives. Corporate safety staff is lead by the Vice President of Safety, reporting to the Chief Operating Officer and supported by multiple Directors and roles at and below the Manager level.</p> <p>One of our Core Values is to be Safe and Republic's Chief Operating Officer is responsible for ensuring our policies, practices and procedures are top of mind for every employee. The Sustainability & Corporate Responsibility committee of the board has oversight of safety risks and opportunities, and the practices by which these risks are managed and mitigated. Executive management is involved in leading safety throughout the organization and includes safety in board meetings, Corporate management meetings, Area management meetings and Division management meetings. Additionally, the Corporate Risk Management Department meets periodically with the Safety Department to discuss safety programs and initiatives.</p> <p>2023 Sustainability Report: Safety, Code of Business Ethics and Conduct: Promoting a Safe Workplace</p>										
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	<table border="1"> <thead> <tr> <th>Divisions assessed</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Number of divisions</td> <td>30</td> <td>30</td> <td>30</td> <td>30</td> </tr> </tbody> </table> <p>Our risk assessment identifies priority divisions, which are audited for safe work practices. Each division also completes an annual self-assessment and/or an annual safety site visit and assessment. In addition, we analytically assess the health and safety practices of our potential acquisitions to evaluate key risks and incorporate those analyses into our decision-making process.</p> <p>Republic's One-on-One program calls for the supervisor and the frontline employee to have daily, weekly and monthly touchpoints. The program is in place to ensure employees have open communication to address potential risks within their work environment, in addition to building a culture of collaboration and trust. The program is for front-line employees: drivers, mechanics, recycling sorters, post-collection laborers, etc. Employees are encouraged to bring hazards/risks forward via a formal Hazard Form and subsequent Hazard Analysis and/or through informal conversations so that the supervisor can take the necessary action to mitigate the hazard. All employees are instructed to stop work if they identify a situation that puts themselves or the public at risk.</p> <p>Our public Safety Amplified and Incident Reduction targets, described in 403-9, underpin the action plans used to prioritize our approach to risks and hazards. Employees in safety-sensitive roles are trained on the many internal processes that guide employee responses when emergencies occur.</p>	Divisions assessed	2020	2021	2022	2023	Number of divisions	30	30	30	30
Divisions assessed	2020	2021	2022	2023								
Number of divisions	30	30	30	30								

GRI 403: Occupational Health and Safety [2018] (Continued)

Standard	Description	Cross-Reference or Answer																																			
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Safety committees are established with a combined participation of frontline employees and management to address areas of concerns. Typically, these meetings are conducted monthly and periodically the participants rotate so that different perspectives are brought to the group for consideration.																																			
403-5	Worker Training on Occupational Health and Safety	<table border="1"> <thead> <tr> <th>Type of training</th> <th>Count</th> <th>Units</th> <th>Hours/course</th> <th>Total hours</th> </tr> </thead> <tbody> <tr> <td>Safety Refresher Training</td> <td>25,000</td> <td>All Safety Sensitive Employees</td> <td>0.5</td> <td>150,000</td> </tr> <tr> <td>New Driver Training</td> <td>4,113</td> <td>Drivers</td> <td>160</td> <td>658,080</td> </tr> <tr> <td>Train-the-Trainers</td> <td>1,068</td> <td>Trainers</td> <td>2.5</td> <td>2,670</td> </tr> <tr> <td>Crash and Injury Investigation</td> <td>171</td> <td>Supervisors</td> <td>2.5</td> <td>428</td> </tr> <tr> <td>Safety Core Competencies</td> <td>462</td> <td>Supervisors</td> <td>2.5</td> <td>1,155</td> </tr> <tr> <td>Total hours of Safety Training</td> <td></td> <td></td> <td></td> <td>812,333</td> </tr> </tbody> </table>	Type of training	Count	Units	Hours/course	Total hours	Safety Refresher Training	25,000	All Safety Sensitive Employees	0.5	150,000	New Driver Training	4,113	Drivers	160	658,080	Train-the-Trainers	1,068	Trainers	2.5	2,670	Crash and Injury Investigation	171	Supervisors	2.5	428	Safety Core Competencies	462	Supervisors	2.5	1,155	Total hours of Safety Training				812,333
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Safety Refresher Training is required by all safety-sensitive employees, which varied from month to month, but numbered more than 25,000 as of December 31, 2023. Contingent employees received safety training at time of assignment in 2023 and then twice per month for the remainder of the assignment. Third-party contractors working on our sites receive initial site-specific safety rules training and then again if any site rules change.																																					
403-9	Work-related Injuries	<table border="1"> <thead> <tr> <th>Safety Performance</th> <th>2017</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>2030 SUSTAINABILITY GOAL: Incident Reduction: OSHA TRIR</td> <td>3.6</td> <td>3.7</td> <td>3.6</td> <td>2.9</td> <td>2.8</td> <td>2.0</td> </tr> <tr> <td>OSHA Reportable Fatalities</td> <td>2</td> <td>1</td> <td>2</td> <td>2</td> <td>3</td> <td>0</td> </tr> <tr> <td>Fatalities Operating Collection Vehicles</td> <td>4</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>2030 SUSTAINABILITY GOAL: Safety Amplified: Total Fatalities</td> <td>6</td> <td>2</td> <td>2</td> <td>2</td> <td>3</td> <td>0</td> </tr> </tbody> </table>	Safety Performance	2017	2020	2021	2022	2023	2030 Goal	2030 SUSTAINABILITY GOAL: Incident Reduction: OSHA TRIR	3.6	3.7	3.6	2.9	2.8	2.0	OSHA Reportable Fatalities	2	1	2	2	3	0	Fatalities Operating Collection Vehicles	4	1	0	0	0	0	2030 SUSTAINABILITY GOAL: Safety Amplified: Total Fatalities	6	2	2	2	3	0
		Safety Performance	2017	2020	2021	2022	2023	2030 Goal																													
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		2030 SUSTAINABILITY GOAL: Safety Amplified: Total Fatalities	6	2	2	2	3	0																													
		We distinguish between employees and temporary labor (third-party contractors) in our records, both of which are included in our Safety Amplified (0 fatalities) and Incident Reduction (TRIR) goal reporting here.																																			
<table border="1"> <thead> <tr> <th>Lost-time injury frequency rate</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>LTIFR</td> <td>6.21</td> <td>6.58</td> <td>5.78</td> <td>5.18</td> </tr> </tbody> </table>	Lost-time injury frequency rate	2020	2021	2022	2023	LTIFR	6.21	6.58	5.78	5.18																											
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Lost-time injuries frequency rate (LTIFR) is calculated as: (Number of lost-time injuries x 1,000,000) / Total hours worked in the reporting period, 95,028,584 in 2023.																																					

GRI 404: Training and Education [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Training and Education	<p>Republic Services provides employees with training and education to positively impact the economy, environment and society. Employee development is at the forefront of our talent strategy, providing opportunities for people to improve their career prospects, drive durable and sustainable processes, act ethically and responsibly and cultivate inclusive practices.</p> <p>Republic Services is committed to investing in training and education for all of its employees. This investment spans from day one targeted onboarding training based on critical roles and responsibilities to robust development opportunities that help our people learn and grow both personally and professionally. Examples of these trainings include:</p> <ul style="list-style-type: none"> • Safety (e.g., Accident Reporting and Investigation, Backing, Seatbelts, PPE) • Environmental (e.g., EHS Compliance Tool, Stormwater Management, Landfill) • Ethics and Compliance (e.g., Harassment Prevention, How to Avoid Bias in Talent Recruiting and Retention, Antitrust Policy, Gifts and Entertainment of Public Officials Policy and Procedures) • Professional Development (see examples in GRI 404-2) <p>Enterprise initiatives are centrally managed with the support of a dedicated learning management system (LMS), while other, more localized projects and programs remain decentralized.</p> <p>Training and education are typically designed in alignment with strategic business objectives and tie to a defined set of key performance metrics. As a standard practice, we leverage Kirkpatrick's four levels of evaluation to determine impact on Reaction, Learning, Behavior and Results to determine the effectiveness of learning initiatives.</p> <p>Training and education initiatives are linked to the organization's strategic priorities. Governance is driven by a combination of enterprise-level goals and functional strategic business objectives. Governing principles identify the distribution of rights, responsibilities and decision-making parameters among the different participants in the organization and help align and engage important stakeholders around the strategic learning agenda. This is reviewed annually, quarterly, or on an ad-hoc basis, depending on the evolution of the business and specific levels of impact.</p> <p>Republic Services has a partnership with the University of Phoenix to provide flexibility and savings for full-time and part-time employees completing a degree, certificate or course. For every five courses an employee completes toward their degree, the next course is free. There is a tuition guarantee that enables employees to secure a fixed rate from the moment of enrollment until the degree is achieved.</p>

GRI 404: Training and Education [2016] (Continued)

Standard	Description	Cross-Reference or Answer				
404-1	Average Hours of Training Per Year Per Employee	Average onboarding training hours per role				
		Drivers – including classroom, skills activities and on-route training	2020	2021	2022	2023
		Customer Service Agents	132	132	132	132
		Leadership	112	112	112	112
			25	36	52*	54
		In addition to formal training provided by Republic shown above, our employees receive training and development through on-the-job experience, third-party vendors and mentoring.				
		*Based on 36 hours for Hauling Supervisor Onboarding / Operations Manager Onboarding and 16 hours for Leadership Fundamentals.				
		Ongoing training				
		Average hours per FTE of training and development	2020	2021	2022	2023
		Average spend per FTE on training and development*	16	16	16	16
	\$234	\$276	\$287	\$315		
*Average spend per FTE is the cost for the development of content and execution of training, excluding travel and living expenses, overhead and capital to operate our driver training centers, training materials and certain other costs.						
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	<p>Employee learning and development programs are both centrally and locally delivered. Development courses are offered live, online and through other internal resources. Additionally, the annual Talent Review process serves to identify specific development opportunities and is used to drive development discussion and planning between leaders and their people. Attracting, developing, engaging and growing our talent is a vital component of our human capital strategy to build and retain a high-performing and diverse workforce at all levels of talent. Programs and various skill building opportunities reinforce our company values and provide the fundamental skills necessary to be successful across many roles.</p> <ul style="list-style-type: none"> • Republic Services' industry-first Technical Institute provides no-cost, paid training for incoming maintenance technicians and refresher training and upskilling for our existing technicians. While at the Tech Institute, new trainees are paid while they receive free education during a nine-week training program. Upon completion, they are placed as full-time technicians with Republic, receiving relocation assistance where applicable. The program was developed in partnership with the U.S. Department of Labor and Lincoln Tech, the leader in post-secondary education for auto, diesel and skilled trades. • Our CDL Driver Training program advances internal or external candidates from non-CDL trainees to CDL Permit to CDL Driver for Republic. The program includes training material for the exams, pre- and post-trip practice, behind-the-wheel instruction, skills training, and use of company vehicles. • Republic Services' SkillBridge program, operated under the umbrella of the U.S. Department of Defense, offers three- to six-month internships to active-duty service members nearing military retirement or separation. The program supports service members from all branches of the military as they transition to civilian life with hands-on experience, training and mentorship. <p style="text-align: right;"><i>Continued on following page</i></p>				

GRI 404: Training and Education [2016] (Continued)

Standard	Description	Cross-Reference or Answer																
404-2 <i>Continued</i>	Programs for Upgrading Employee Skills and Transition Assistance Programs	<ul style="list-style-type: none"> The MBA Internship Program is a paid internship that provides experience in our field operations, along with exposure to our executive leadership team through focused project work. Interns are placed in locations throughout the country, a program manager guides the cohort through the program, and each intern is assigned a dedicated mentor. Rotational development programs, including our General Manager Acceleration Program (GMAP) and Operations Manager Acceleration Program (OMAP), help us recruit and advance a diverse and talented group of individuals throughout the company. In the past year we have rolled out parallel programs for internal leaders through the Internal General Manager & Internal Operations Manager Programs to provide dedicated support for the career advancement of high-potential employees into critical operational leadership roles. The two-day, in-person Leadership Fundamentals course is offered to mid-manager and supervisory-level leaders and provides them with the concepts, tools and skills to build confidence to have productive, meaningful relationships with their employees by developing talent and bench strength through deliberate and meaningful performance management. Republic Services has developed a robust program called Republic Services Leadership Academy (RSLA) aimed toward mid-level eligible managers. The program spans nine months and includes leadership and business modules, which are offered through the reputable Exec Online platform. Participants will gain special focus on areas such as people management, customers and P&L. Enrollment to RSLA is considered through diverse backgrounds, experience, and career paths to ensure a diverse pipeline of talent is built. 																
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	<p>Annual talent performance processes at Republic Services include the talent review process, Annual performance reviews and mid-year employee conversations. The performance process is a multi-step process who includes an optional employee assessment, manager and second-level manager assessment and finally a joint review between employee and manager. Managers are provided with templates to solicit input from direct reports, peers, and other collaborators of their employees, to incorporate additional perspectives into their employees' reviews. Ineligible employees include those who were hired on/after November 1 of the assessment year, union employees and employees who started on or after May 8, 2023 who were not eligible for a performance rating. During our performance review and calibration process, we identify high-potential employees in order to provide development opportunities and build our bench of talent. Managers conduct mid-year talent reviews and hold post talent review conversations to discuss performance, goals and areas of development with eligible employees. Documentation for these Annual talent processes are managed on the basis of objectives defined jointly by managers and employees, and they are recorded in our Workday system. In addition to the formal process, managers are expected to discuss performance, development and related expectations with their employees ongoing, throughout the year. The below table represents the eligible employee population that received a performance review and the breakdown of that population by gender.</p> <table border="1"> <thead> <tr> <th>Percentage of eligible employees who received a performance review</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>% of Eligible Employees</td> <td>91%</td> <td>91%</td> <td>93%</td> </tr> <tr> <td>% of Eligible Females</td> <td>91%</td> <td>93%</td> <td>93%</td> </tr> <tr> <td>% of Eligible Males</td> <td>91%</td> <td>91%</td> <td>92%</td> </tr> </tbody> </table>	Percentage of eligible employees who received a performance review	2021	2022	2023	% of Eligible Employees	91%	91%	93%	% of Eligible Females	91%	93%	93%	% of Eligible Males	91%	91%	92%
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GRI 405: Diversity and Equal Opportunity [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Diversity and Equal Opportunity	<p>We are proud of the diversity of our frontline workforce, as it closely represents the demographics of the communities we serve. We are committed to improving diverse representation across all levels of the company. Our commitment to inclusion and diversity starts at the top of our organization, as outlined in our Mission of Supporting an Inclusive Culture (MOSAIC), established in 2013, and supported by the MOSAIC Council. The MOSAIC Council consists of leaders from across the company who serve as thought partners to the CHRO and senior management to articulate the pulse of the organization, to help develop and support the company's I&D strategy, to support all I&D activities, and to serve as role models and ambassadors of I&D within the organization including educating, communicating and messaging. This enables us to continue to develop new strategies and activities that are tied to the needs of our employees, customers and business with the goal of creating an even more inclusive work environment and diverse workforce.</p> <p>Our new values, launched in 2022, reinforce who we are today, and serve as an anchor for who we aspire to be. As an employer of people from all backgrounds, our core value of Human-Centered represents our commitment to embrace the unique potential and dignity of every person at Republic Services. We believe strongly that shared values unify us as a company and help to establish expectations for how our employees treat one another and should expect to be treated. Our talent practices acknowledge the differences and similarities that we have, ensuring fair and equitable opportunities for all. We focus on building and developing leadership behaviors that drive mutual understanding, connectivity and empathy within our workforce, which we know helps drive inclusion in the workplace for our existing employees and attract diverse talent to choose Republic as their future employer. Finally, we create opportunities for our diverse colleagues to develop communities to support their unique needs, and we offer this connectivity through our business resource groups, including Women of Republic, VALOR (Veterans, Advocacy, Learning, Outreach and Recruiting), Black Employee Network, Unidos, PRISM (Pride, Raising awareness, Involvement, Support and Mentorship) helping to connect our LGBTQ+ employees, and the newest group launched mid-2024 for our Asian Americans & Pacific Islander team members, AAPI at Republic. Each of our business resource groups are extremely active and their respective events are well-attended by our employees.</p> <p>We have focused our diversity efforts on four key actions: building strong recruiting partnerships with diverse organizations, fostering company-wide trainings and discussions on diversity and inclusion, developing diverse professionals in our high-potential leadership programs, and supporting our business resource groups. We have established progressive, forward-looking 2025 and 2030 goals for each of our four focus areas. Progress toward our 2030 goal to achieve 50% diversity in our leadership roles, measured by gender and ethnicity/race, is also tied to executive compensation. Details provided in the 2024 Proxy Statement: Sustainability Modifier. Our diversity efforts extend into our supply chain with goals to increase our spend with certified diverse suppliers; read more about our supplier diversity initiatives and goals at RepublicServices.com/Suppliers/Supplier-Diversity, and our commitments to increase our utilization of diverse-owned financial institutions.</p> <p>Republic Services is committed to making equitable, performance-based pay decisions without regard to race, ethnicity, sex or any other protected characteristic. By utilizing a market-based pay philosophy and assessing performance and qualifications fairly without regard to any protected characteristic, we ensure that employees who are performing comparably are comparably paid. We also are committed to a workforce in which our employees' opportunities for growth and advancement are not limited by any protected characteristic. We continually review our policies and processes in this regard to confirm that we are maintaining the appropriate measures to ensure equal employment opportunity.</p> <p>Non-Discrimination and Equal Employment Opportunity Policy; Code of Business Ethics and Conduct; Human Rights Policy; 2023 EEO-1 Report</p>

GRI 405: Diversity and Equal Opportunity [2016] (Continued)

Standard	Description	Cross-Reference or Answer					
405-1	Diversity of Governance Bodies and Employees	Gender (percent)		2020	2021	2022	2023
		Female share of board of directors	40%	33.3%	33.3%	33.3%	
		Female share of total workforce	18.5%	19.5%	19.9%	19.6%	
		Females in all management positions, including junior, middle and senior management	22.8%	23.5%	24.5%	23.9%	
		Females in junior management positions, i.e., first level of management	22.2%	22.6%	22.3%	20.4%	
		Females in top management positions, i.e., maximum two levels away from the CEO or comparable positions	30.4%	38.10%	32.0%	43.8%	
		Female share of management positions in revenue-generating functions		12.9%	12.3%	12.9%	
		Race and ethnicity (percent of total workforce)		2020	2021	2022	2023
		Non-white (excluding ethnically unknown)	46.5%	47.2%	47.2%	47.5%	
		Asian		1.5%	1.5%	1.6%	
		Black or African American		19.4%	19.1%	18.6%	
		Hispanic or Latino		23.5%	23.7%	24.4%	
		White		52.7%	52.8%	52.5%	
		Indigenous or Native		0.7%	0.7%	0.8%	
		Other		2.2%	2.1%	2.2%	
		Age diversity		2020	2021	2022	2023
		<30 years old	10.8%	11.0%	12.1%	12.0%	
		30-50 years old	48.9%	48.0%	50.2%	50.0%	
		>50 years old	40.3%	41.0%	37.7%	38.0%	
		Veterans (percent of total workforce)				2022	2023
		Veterans		10.7%	11.4%		

GRI 413: Local Communities [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Local Communities	<p>Our Human Rights Policy defines our commitment to be good neighbors in the communities in which we live and work. This commitment is brought to life through our ambitious goal to create sustainable neighborhoods through strong community partnerships for 45 million people by 2030.</p> <p>We believe that strong communities create a ready labor pool, drive housing and business growth, and foster a desire for consumers to handle recycling and waste in the most responsible way. However, more than 50 million people, or one in six, are living in economically distressed ZIP codes across the United States. People residing in these areas experience lower graduation rates, increased incidents of crime, disproportionate health problems and unemployment or underemployment.</p> <p>To be the preferred environmental services company, we must first be a good neighbor in all the communities we serve. And being a good neighbor goes far beyond delivering superior customer service and environmental compliance. It requires a commitment to the vitality of the entire community. Therefore, we contribute in three ways:</p> <ul style="list-style-type: none"> • We give grants to nonprofit charitable organizations funded through our Republic Services Charitable Foundation, known as National Neighborhood Promise (NNP). Founded in 2018, the Foundation has funded more than 80 NNP grants ranging from \$100,000 to \$250,000 to help build sustainable places and spaces, address food insecurity and provide housing for those in need. • We give grants and make in-kind contributions of our products and services through our Community Grants program. This program allows our local teams to identify and directly engage with nonprofits that are addressing needs in their neighborhoods. We award 500-1,000 community grants a year varying in size. • We promote employee volunteerism. Both our NNP and Community Grant awards typically include a volunteer day for Republic team members, and we encourage our teams to organize additional opportunities. <p>In addition to grants and volunteerism, we are proactive participants in our communities through consistent community outreach and engagement. We take pride in being agile, listening to community feedback and being responsive to concerns community members may have. In instances where there are community objections about site operations or plans, our local teams are encouraged to meet with the community to discuss and find common ground.</p> <ul style="list-style-type: none"> • Our local leadership teams, especially our dedicated Municipal Managers, utilize a Good Neighbor Plan that encourages and guides engagement, involvement and education in the community. These activities include tours and open houses for elected officials and community leaders to view our safety and environmental initiatives; community events such as parades, touch-a-trucks and clean-ups; and public education including development of economic impact reports and participation in local associations. <p>Human rights are the responsibility of every Republic Services employee and board member. Our Chief Executive Officer, Executive Vice President, Chief Legal Officer and Chief Ethics & Compliance Officer provide executive oversight of our Human Rights Policy, which is overseen by the Sustainability & Corporate Responsibility Committee of our board.</p> <p>Charitable giving promotes healthy communities, which are good for our employees, our customers and our business. It creates opportunities for employee involvement, driving their connection to our workplace and to each other. Read about progress toward our goal to create sustainable neighborhoods through strong community partnerships for 45 million people by 2030 and the programs that will help us get there in our 2023 Sustainability Report: Communities.</p>

GRI 413: Local Communities [2016] (Continued)

Standard	Description	Cross-Reference or Answer													
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	100% of our operations have local community engagement and/or local community development programs available to them via the three giving pathways described in GRI 3-3: 413 Local Communities :													
		<table border="1"> <thead> <tr> <th>2030 SUSTAINABILITY GOAL: Communities</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>Charitable Giving: People Positively Impacted (millions, cumulative)</td> <td>4.9</td> <td>5.9</td> <td>9.4</td> <td>14.1</td> <td>45</td> </tr> </tbody> </table>	2030 SUSTAINABILITY GOAL: Communities	2020	2021	2022	2023	2030 Goal	Charitable Giving: People Positively Impacted (millions, cumulative)	4.9	5.9	9.4	14.1	45	
		2030 SUSTAINABILITY GOAL: Communities	2020	2021	2022	2023	2030 Goal								
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Republic gave approximately \$9.6 million back to the communities it serves in 2023.															
413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	2023 SASB Report : IF-WM-120a.2; 2023 Sustainability Report : Environmental Justice; 2023 Environmental Justice Report													

GRI 414: Supplier Social Assessment [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Supplier Social Assessment	Our approach to responsible supply chain management encompasses social and environmental topics and is reported in GRI 308 .

GRI 415: Public Policy [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Public Policy	We recognize the importance of transparency and compliance related to political contributions for our stakeholders. The company and its sponsored PAC follow all applicable federal, state and local campaign finance regulations regarding public disclosure. Reports are filed with applicable agencies, which are then made available to company employees and the public at large via websites or via request as dictated by the agency. Our Political Contributions Policy describes our protocols for political engagement, our PAC and our involvement with trade organizations.

Continued on following page

GRI 415: Public Policy [2016] (Continued)

Standard	Description	Cross-Reference or Answer																				
3-3 <i>Continued</i>	Management of Public Policy	<p>Republic's policy focus areas are related to sustainability, environment, recycling, solid waste, industrial and hazardous waste, energy, transportation, labor and taxes. We work closely with our trade associations, lobbying teams and other partners to develop and maintain positions on policy matters that are consistent with our corporate strategy and sustainability objectives, where possible. To this end, we leverage lobbying activities at all levels of our organization to support our greenhouse gas emissions reduction goal, approved by the Science Based Targets Initiative (SBTi), and aligned with the Paris Agreement. We advocate for our trade associations to take positions that are similarly aligned.</p> <p>Our VP of Government Affairs is the senior-most employee whose full-time responsibilities relate to public policy efforts, including lobbying and trade association memberships. The VP of Government Affairs reports into our Executive Leadership Team and regularly coordinates with chief executives on policy alignments.</p>																				
415-1	Political Contributions	<table border="1"> <thead> <tr> <th>Political contributions (\$ USD)</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Recipient: Federal lobbying (USA)</td> <td>\$245,330</td> <td>\$237,500</td> <td>\$327,500</td> <td>\$390,000</td> </tr> <tr> <td>Recipient: Local, regional, national political campaigns/organizations/candidates (USA)</td> <td>\$961,236</td> <td>\$785,345</td> <td>\$1,162,017</td> <td>\$737,448</td> </tr> <tr> <td>Recipient: Trade associations/Tax-exempt groups (USA)</td> <td>\$516,830</td> <td>\$516,830</td> <td>\$545,240</td> <td>\$647,321</td> </tr> </tbody> </table> <p>Significant contributions (above \$25,000 per year) include the following:</p> <ol style="list-style-type: none"> 1. West Front Strategies in the amount of \$240,000. West Front Strategies represents Republic as registered lobbyists on federal policy, legislation and regulatory matters. 2. National Waste & Recycling Association (NWRA) in the amount of \$523,890. NWRA is the leading voice of the North American waste and recycling industry on advocacy, education and safety. The trade association advocates on policy, legislation and regulatory matters at federal and state levels. 3. Alignment Government Strategies in the amount of \$150,000. Alignment Government Strategies is a federal government relations firm that historically represented US Ecology and now represents Republic Services. 4. National Association of Manufacturers (NAM) in the amount of \$25,000. NAM is a not-for-profit trade association that works for the success of 13 million people who make things in America. Representing more than 14,000 member companies, NAM advocates for federal and state policies pertaining to free enterprise, competitiveness, individual liberty and equal opportunity. 5. Environmental Technology Council (ETC) in the amount of \$98,431. ETC is the leading trade association for commercial businesses involved in recycling, treatment and disposal of industrial and hazardous wastes. The ETC is a trade association long-supported by legacy US Ecology; Republic now actively participates. 6. Community Leaders of America (CLA) in the amount of \$25,000. CLA is a not-for-profit, non-federal 527 political organization, and comprises a national network of local elected Republican officials, including mayors and city councilmembers. 	Political contributions (\$ USD)	2020	2021	2022	2023	Recipient: Federal lobbying (USA)	\$245,330	\$237,500	\$327,500	\$390,000	Recipient: Local, regional, national political campaigns/organizations/candidates (USA)	\$961,236	\$785,345	\$1,162,017	\$737,448	Recipient: Trade associations/Tax-exempt groups (USA)	\$516,830	\$516,830	\$545,240	\$647,321
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