REPUBLIC SERVICES, INC.

TALENT & COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

CHARTER

(Amended and Restated as of July 29, 2026)

Purpose

The Talent & Compensation Committee (the "Committee") is appointed by the Board of Directors (the "Board") of Republic Services, Inc., a Delaware corporation (the "Company" or "Republic") to assist the Board in (1) determining the Company's compensation philosophy and programs, (2) reviewing and approving corporate goals and objectives relevant to the compensation of the Chief Executive Officer (the "CEO") and the other executive officers (as determined by the Board in accordance with Regulation S-K) of the Company, including payment of salaries, bonuses and incentive compensation, (3) evaluating the performance of the CEO in light of those goals and objectives, and determining and approving the CEO's compensation level based on this evaluation, (4) making recommendations to the Board with respect to the compensation plans, incentive compensation plans and equity-based plans of executive officers, including reviewing whether Company strategy and its sustainability, talent management, corporate responsibility and governance priorities are appropriately aligned with executive compensation plans, as appropriate, (5) administering the Company's stock incentive and certain other equity-based compensation plans, (6) reviewing and providing oversight of the Company's talent management strategy and execution, including talent acquisition and retention, leadership training and development, inclusion and diversity, and employee engagement, and (7) producing a compensation committee report on executive compensation as required by the Securities and Exchange Commission (the "SEC") to be included in the Company's annual proxy statement or annual report on Form 10-K filed with the SEC. As to the CEO and other executive officers, the term "compensation" shall include salary, short-term incentives and long-term incentives, bonuses, perquisites, equity incentives, severance or change in control arrangements, and other related benefits and benefit plans.

Membership

The Committee shall consist of at least three members, one of whom shall serve as Chair. Each member of the Committee shall meet the independence requirements of the New York Stock Exchange and the SEC, as such requirements may be amended from time to time, and as set forth in the Company's Corporate Governance Guidelines. The members and the Chair of the Committee shall be appointed by the Board annually, after receiving nominations by the Company's Nominating & Corporate Governance Committee. The Board has the power at any time to change the membership of the Committee, to remove members from the Committee and to

fill vacancies, subject to such new member(s) satisfying the requirements described in this Charter. Should any member of the Committee cease to be an independent director, such member shall immediately resign his or her membership on the Committee.

Duties and Responsibilities

The Committee shall have and may exercise the powers of the Board in matters related to the following duties and responsibilities:

1. Establish a compensation philosophy, and create and administer programs designed to: (a) fairly reward the Company's executive and other officers for performance benefiting the Company's shareholders, and (b) effectively attract and retain the executive talent necessary to successfully lead and manage the Company.

2. Review competitive practices and trends and regulatory developments, both inside and outside the Company's industry, to determine the adequacy of the Company's executive compensation programs and to ensure they are competitive with the market.

3. Set the Company CEO's compensation, including annual and long-term performance goals. In determining such compensation, the Committee should consider factors including, but not limited to, the Company's performance on strategic objectives as well as performance against peer companies. The Committee also may consider relative shareholder return, the value of similar incentive awards to CEOs at appropriate benchmark companies, the awards given to the CEO in prior years, and any other factors the Committee deems appropriate.

4. Together with the Chairman of the Board and the Chair of the Nominating & Governance Committee after obtaining feedback from the Board: (a) evaluate the Company's CEO based on his or her performance against annual and long-term performance goals; (b) meet with the CEO annually to provide recommendations to the CEO concerning such goals; and (c) meet with the CEO annually to communicate the Board's evaluation of the CEO's performance against such goals. The CEO may not be present during deliberations or voting concerning the CEO's compensation.

5. Administer, interpret and implement the Company's executive compensation programs in a manner consistent with the Company's corporate financial goals and compensation philosophy including, without limitation, the following activities:

    A. Review, consider, and approve participation and eligibility in the various components of the Company's executive compensation programs.

    B. Review and approve compensation levels for the Company's officers who have been designated as "executive officers" for purposes of Section 16 of the Securities and Exchange Act of 1934, as amended.

C. Review compensation levels for the Company's other officers.

D. Review and approve agreements for the Company's executive and other officers.

E. Periodically review other executive benefits, including the design, administration, and market competitiveness of the Company's retirement, benefit, and special compensation programs, as appropriate.

F. Establish annual and long-term performance criteria and goals at the beginning of each performance period, and certify results achieved at the end of each period, for the executive officers of the Company.

G. Review whether Company strategy and its sustainability, talent management, corporate responsibility and governance priorities are appropriately aligned with the Company's executive compensation plans, as appropriate.

6. In consultation with the Company's CEO, establish a general compensation approach and philosophy applicable to the Company's overall employee population.

7. Review the potential risks to the Company from its compensation programs, including incentive compensation plans and equity-based plans of the Company's officers, and whether such programs incentivize excessive or inappropriate risk taking.

8. Approve and oversee the application of the Company's risk mitigation policies related to executive compensation, including maximum payouts on incentive plans, recoupment, hedging and pledging prohibitions, and equity administration;

9. Monitor compliance of executive officers with the Company's stock ownership guidelines.

10. Review, approve and recommend Board approval of and revisions to the Company's clawback policy regarding the recoupment of incentive compensation and any amendments thereto, and oversee the administration of such policy.

11. Subject to items that require approval of the Company's Board and/or stockholders, approve and administer the compensation plans, incentive compensation plans and equity-based plans of executive officers, and the Company's stock option and other equity-based compensation plans.

12. Review and discuss with management the Company's disclosures under "Compensation Discussion and Analysis" (the "CD&A") as required by the SEC

pursuant to Item 402(b) of Regulation S-K under the Securities and Exchange Act of 1934, as amended, and based on such review and discussion, make a recommendation to the Board to include the CD&A in the Company's annual report on Form 10-K and, as applicable, the Company's proxy statement. Prepare an annual report to be furnished in the proxy statement stating whether the Committee has reviewed and discussed the CD&A with management and recommended that the CD&A be included in the Company's annual report on Form 10-K and, as applicable, the Company's proxy statement.

13. Engage with stockholder base, proxy advisory firms, institutional investors and other stockholder groups to the extent necessary or requested on executive compensation matters with the intention that the Company's executive pay and incentives are aligned with the interests of the Company's stockholders in creating long-term value. Review the results of stockholder advisory votes on executive compensation ("say-on-pay votes") and consider whether to make or recommend adjustments to the Company's executive compensation policies and practices as a result of such votes. Determine and recommend to stockholders the frequency of say-on-pay votes.

14. Periodically review the Company's talent management strategy, including initiatives and programs related to talent acquisition and retention, leadership development of the operating line management and other functional leadership positions to enable the Company's business strategy, employee engagement, and management's focus on and accomplishments towards maintaining an inclusive culture and diverse workforce.

    The Committee's Chair may also collaborate with the Nominating & Corporate Governance Committee's Chair to help ensure (1) continuity of leadership through effective succession planning for the Company and (2) diverse composition of executive officers as well as the potential successor pipeline.

15. Conduct an annual performance evaluation of the Committee.

16. At the beginning of each fiscal year, establish an agenda for the Committee for that year in accordance with the Charter.

17. Review and reassess annually the powers and duties of the Committee and the adequacy of this Charter and recommend any proposed changes to the Board for approval.

18. Undertake any other matter specifically delegated to the Committee from time to time by the Board.

Outside Advisors

In discharging its duties, the Committee shall have the discretion to retain (or terminate) and obtain the advice of any compensation consultant, independent legal counsel or other advisor, and to approve the fees and other retention terms for such advisor. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such advisor. The Committee may select a compensation consultant, independent legal compensation counsel or other compensation advisor (each, a "compensation advisor") after taking into consideration all factors relevant to such compensation advisor's independence from management, including those set forth in Section 303A.05(c)(iv) of the NYSE Listed Company Manual.

Administrative

The Committee normally is expected to meet at least four times each year. Additional meetings may be called by the Chair of the Committee as needed. A majority of the members of the Committee shall constitute a quorum for the transaction of business. Minutes are recorded by the Secretary to the Committee. Approval of any matter by a majority of the members present at a meeting at which a quorum is present shall constitute approval of that matter by the Committee. The Committee may also act by unanimous written consent without a meeting. The Committee may form and delegate authority to sub-committees when appropriate, provided that any such sub-committee must be composed entirely of independent directors and to the extent not expressly reserved to the Committee by applicable law, rule or regulation.

The Committee may request any officer or employee of the Company or the Company's outside counsel to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee.

The Committee shall make regular reports to the Board on the Committee's activities.