



2025 Compensation Peer Group

The compensation peer group used by the Talent & Compensation Committee of the Board of Directors of Republic Services, Inc. (the “Company”) as a reference for executive compensation decisions includes the following 17 companies for fiscal year 2025:

American Electric Power Company, Inc.	LyondellBasell Industries N.V.
Canadian National Railway Company	NextEra Energy, Inc.
Canadian Pacific Kansas City Limited	Norfolk Southern Corporation
Cintas Corporation	Sysco Corporation
CSX Corporation	Union Pacific Corporation
Dow Inc.	W.W. Grainger, Inc.
Ecolab Inc.	Waste Connections, Inc.
FedEx Corporation	Waste Management, Inc.
J.B. Hunt Transport Services, Inc.	

This compensation peer group is comprised of the same companies used in the 2024 peer group, except (1) Dow Inc., LyondellBasell Industries N.V., NextEra Energy, Inc., and United Pacific Corporation were added to the peer group, and (2) Air Products and Chemicals, Inc., Ryder System, Inc., Fastenal Company, and Entergy Corporation were removed from the peer group. These updates were made to include companies who better align with the Company’s size and have sustainability-focused business strategies.