



2022 GRI REPORT

Sustainability in Action™



About this Report

In this document, Republic Services has reported in accordance with the GRI Standards for the period January 1, 2022 through December 31, 2022. 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. We invite you to share your thoughts with us at Sustainability@RepublicServices.com.

Unless otherwise stated, all references in this 2022 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 (“[2022 10-K](#)”) for the year ended December 31, 2022, 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.

¹ We produce sustainability and environmental, social and governance (ESG) reports aligned with numerous standards, including 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. 2022 10-K, 2023 Proxy Statement, etc.).

Sustainability and ESG Reporting

[2022 Sustainability Report](#)

[2022 SASB Report](#)

[2022 GRI Report \(this report\)](#)

[2022 TCFD Addendum](#)

[2022 Sustainability Assurance Statement](#)

[2022 CDP Report](#)

[2022 EEO-1 Report](#)

[Code of Business Ethics & Conduct](#)

[Environmental Justice Statement](#)

[Environmental Policy](#)

[Human Rights Policy](#)

[Political Contributions Policy](#)

[Safety Policy](#)

[Supplier Code of Business Ethics and Conduct](#)

Investor Relations Website

[2022 10-K](#)

[2023 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 2022 10-K . As of December 31, 2022, 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 Scotland (divested January 2023), Puerto Rico, Saint Croix, and Mexico.
2-2	Entities Included in the Organization's Sustainability Reporting	Unless otherwise stated, all references in this 2022 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. Notable exceptions are highlighted 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 2022 and this report was published in July 2023. 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. For our Sustainability Goals, we also provide the baseline year or earliest year of reporting (2017 or 2018).
2-4	Restatements of Information	We habitually 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; <ul style="list-style-type: none"> Notably, in 2022 we closed on our acquisition of US Ecology, increasing our company by approximately 10% as measured by headcount and revenue, which is reflected in the rebaselining described here. 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"> Alignment with the consensus reached by members of the National Waste & Recycling Association regarding third-party disposal, available here and reflected in GRI 305-3; Adjustment to use LCA data rather than spend data to calculate the emissions from the processing of leachate based on direction from our third-party verifier, reflected in GRI 305-3; Refinements to the implementation of GHG Protocol-approved estimation methodologies impacting Scope 2 (305-2) and Scope 3 (305-3) reporting; <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. 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 3-tier approach, allowing us to represent the emissions-reducing impacts of our investments, i.e., gas collection and landfill cover efficiency improvements, more accurately than the previous methodology. <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> <p>We have restated our 2021 water consumption to correct a data quality issue from a third-party provider.</p>

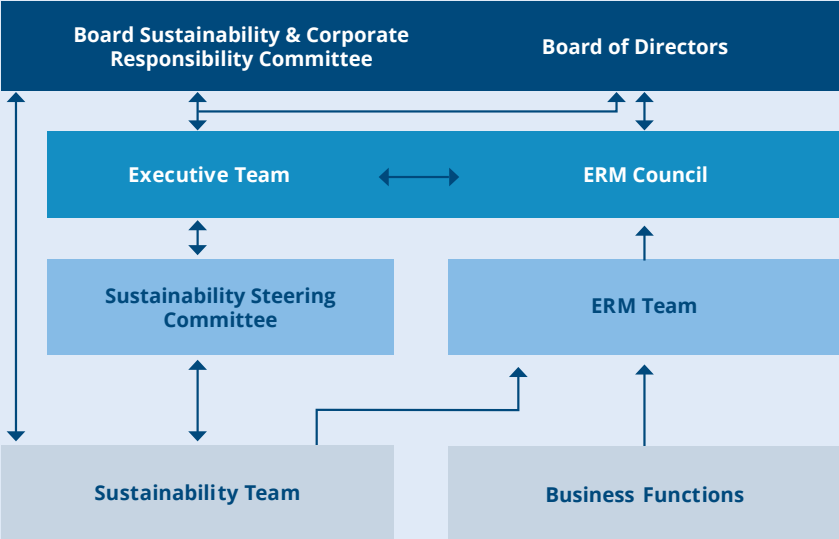
GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer																				
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 2022 reporting includes that same level of assurance for the following publicly reported metrics:</p> <ul style="list-style-type: none"> • Scope 1, 2 & 3 GHG emissions, see GRI 305; • Renewable and non-renewable energy consumption, see GRI 302; • Biogas beneficially reused, see GRI 306 (progress towards our Renewable Energy goal); • 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>2022 Sustainability Assurance Statement</p>																				
2-6	Activities, Value Chain and Other Business Relationships	<p>2022 10-K: Item 1, Item 7, Item 8 2022 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>7,844</td> <td>31,884</td> <td>2</td> <td>39,730</td> </tr> <tr> <td>Number of part-time (PT) employees</td> <td>167</td> <td>344</td> <td>3</td> <td>514</td> </tr> <tr> <td>Total number of employees</td> <td>8,011</td> <td>32,228</td> <td>5</td> <td>40,244</td> </tr> </tbody> </table> <p>Data based on headcount as of December 31, 2022. Employees from acquired companies are only included in cases where they were moved to our primary Human Capital Management system by the reporting date.</p>	Employee count	Female	Male	Not Disclosed	Total	Number of full-time (FT) employees	7,844	31,884	2	39,730	Number of part-time (PT) employees	167	344	3	514	Total number of employees	8,011	32,228	5	40,244
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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 2023 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>																				
2-10	Nomination and Selection of the Highest Governance Body	Nominating & Corporate Governance Committee Charter, 2023 Proxy Statement																				
2-11	Chair of the Highest Governance Body	The Chair of our Board is independent, 2023 Proxy Statement																				

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	<p>Corporate Governance: Committee Charters; 2023 Proxy Statement, 2022 Sustainability Report: Governance section; 2022 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. We believe 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 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>2023 Proxy Statement; Sustainability & Corporate Responsibility Committee Charter; 2022 Sustainability Report: Governance; 2022 TCFD Addendum</p> <p>Sustainability Risk Governance & Management Structure</p>  <ul 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 <hr/> <ul style="list-style-type: none"> • Manage risk mitigation plans by function • Ensure ESG performance, which is incorporated into compensation goals <hr/> <ul style="list-style-type: none"> • 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 <hr/> <ul style="list-style-type: none"> • Identify traditional and ESG risks and opportunities <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

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer												
2-13 <i>Continued</i>	Delegation of Responsibility for Managing Impacts	Management Oversight												
		<table border="1"> <thead> <tr> <th>Group</th> <th>Overview</th> </tr> </thead> <tbody> <tr> <td>Executive Team</td> <td>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>ERM Council</td> <td>Made up of select executives, the ERM Council monitors ERM program effectiveness, key climate-related risks and associated mitigation plans.</td> </tr> <tr> <td>ERM Team</td> <td>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>Sustainability Steering Committee</td> <td>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>Sustainability Team</td> <td>A functional team that develops business-wide sustainability strategy, including risk/opportunity identification, and manages environmental, social and governance reporting.</td> </tr> </tbody> </table>	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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Sustainability Team	A functional team that develops business-wide sustainability strategy, including risk/opportunity identification, and manages environmental, social and governance reporting.													
2-14	Role of the Highest Governance Body in Sustainability Reporting	Sustainability & Corporate Responsibility Committee Charter ; 2022 Sustainability Report : Governance; 2023 Proxy Statement The Sustainability & Corporate Responsibility Committee of the Board and the CEO review and approve the annual sustainability report and charitable giving policies. The Sustainability Steering Committee, made up 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.												
2-15	Conflicts of Interest	Code of Business Ethics & Conduct ; Nominating and Corporate Governance Committee Charter ; Corporate Governance Guidelines												
2-16	Communication of Critical Concerns	Sustainability & Corporate Responsibility Committee Charter ; 2023 Proxy Statement												
2-17	Collective Knowledge of the Highest Governance Body	2023 Proxy Statement												

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer												
2-18	Evaluation of the Performance of the Highest Governance Body	Corporate Governance Guidelines ; 2023 Proxy Statement												
2-19	Remuneration Policies	<p>2023 Proxy Statement</p> <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 thus, to our performance-based executive compensation program. Accordingly, beginning in 2022, the annual incentives for senior executives are subject to adjustment up or down by up to 10% 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>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>Safety</td> <td>Incident Reduction (TRIR)</td> <td><2.0</td> </tr> <tr> <td>Talent</td> <td>Leadership Diversity</td> <td>50%</td> </tr> <tr> <td>Climate Leadership</td> <td>Circular Economy</td> <td>3.4M tons</td> </tr> </tbody> </table> <p>Learn more about our 2030 Sustainability Goals in our 2022 Sustainability Report and about our Sustainability Modifier in the 2023 Proxy: Sustainability Modifier.</p>	Sustainability element	Metric	2030 Goal	Safety	Incident Reduction (TRIR)	<2.0	Talent	Leadership Diversity	50%	Climate Leadership	Circular Economy	3.4M tons
Sustainability element	Metric	2030 Goal												
Safety	Incident Reduction (TRIR)	<2.0												
Talent	Leadership Diversity	50%												
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2-20	Process to Determine Remuneration	Talent & Compensation Committee Charter ; 2023 Proxy Statement												
2-21	Annual Total Compensation Ratio	In 2021, the CEO pay ratio was 1:125 and in 2022 it was 1:137, representing a 12 percent increase. See discussion on page 80 of our 2023 Proxy Statement .												
2-22	Statement on Sustainable Development Strategy	2022 Sustainability Report – Message from Jon Vander Ark, CEO & President												

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.</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 right — 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	2023 Proxy Statement ; Code of Business Ethics & Conduct ; 2022 Sustainability Report: Governance ; 2022 TCFD Addendum
2-25	Processes to Remediate Negative Impacts	Code of Business Ethics & Conduct ; 2022 Sustainability Report: Governance ; Environmental Justice
2-26	Mechanisms for Seeking Advice and Raising Concerns	<p>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.</p> <p>Code of Business Ethics & Conduct</p>

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, linked below.</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 114 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. The Company is organized into 14 Areas, each with an Area Environmental Manager who is supported by two Directors of Engineering from our headquarters and who oversees several 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.</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>

Continued on following page

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-27 Continued	Compliance with Laws and Regulations	<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> <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 roughly 10% of our landfills – 20 landfills were audited in 2022. 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 US EPA requirement).</p> <p><i>Certifications:</i> Republic's Energy Services operates businesses serving the oil and gas production industry. Some of the 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 2022, six of our facilities received STA certification from the US Composting Council for compost products they produce.</p> <p style="text-align: right;"><i>Continued on following page</i></p>

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-27 Continued	Compliance with Laws and Regulations	<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>2022 SASB Report: Air and odors IF-WM-120a.3, RSG-AQ-01</p> <p>2022 SASB Report: Leachate, water and hazardous waste IF-WM-150a.3, RSG-ML-01, GRI 303</p> <p>2022 10-K: Item 1 – Regulation</p> <p>Sustainability & Corporate Responsibility Committee Charter</p>
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"> • 50/50 Women on Boards • Board.org • CEO Action for Diversity and Inclusion™ • Direct Delivery Leadership Council (DDLCC) • Environmental Research and Education Foundation (EREF) • Executive Leadership Council (ELC) • Forté Foundation • International Facility Management Association (IFMA) • 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>

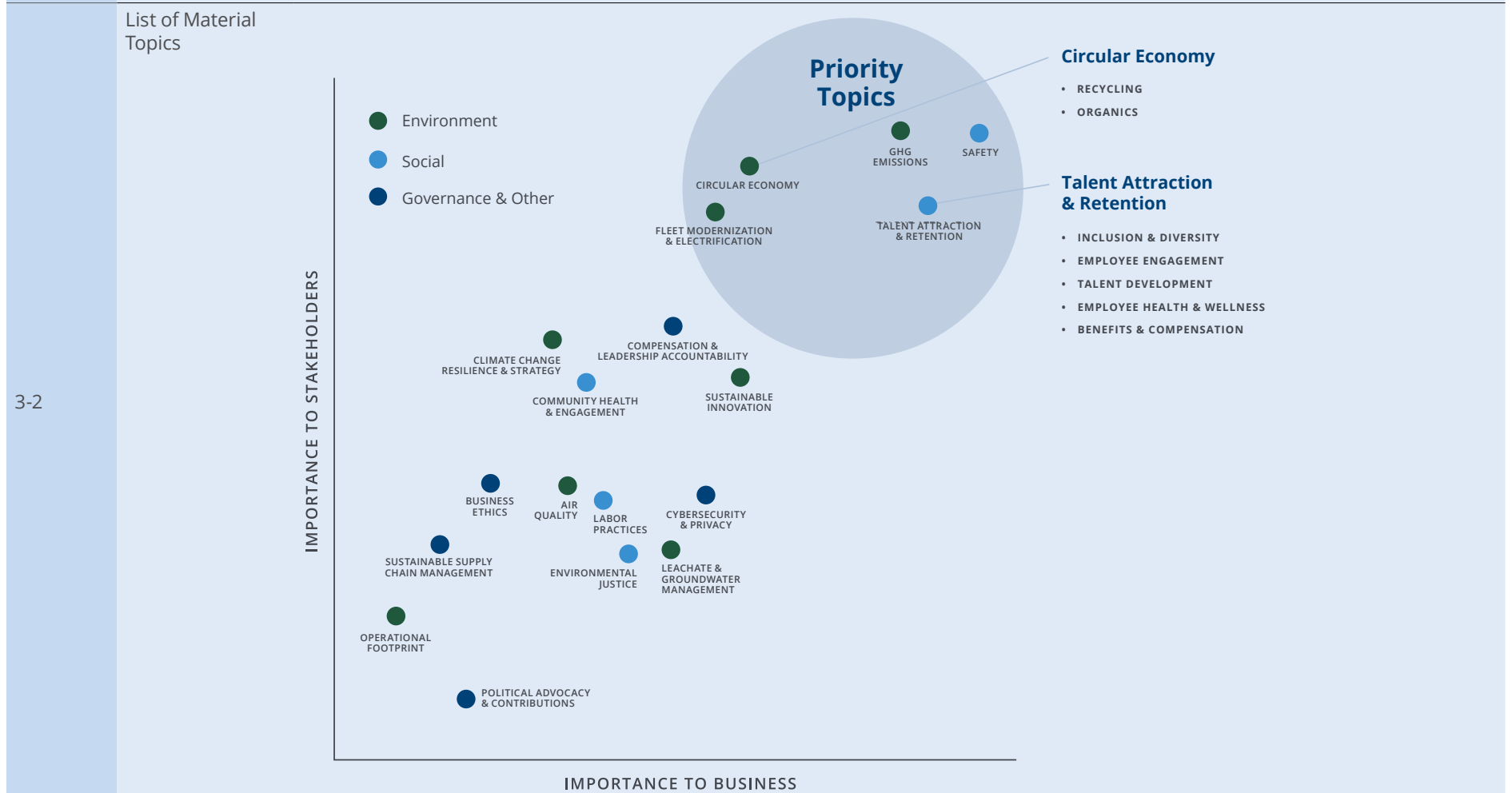
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GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-29 <i>Continued</i>		<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 2022 Sustainability Report.</p>
2-30	Collective Bargaining Agreements	2022 SASB Report : IF-WM-310a.1

GRI 3: Material Topics

Standard	Description	Cross-Reference or Answer
3-1	Process to Determine Material Topics	We conduct materiality assessments to identify our material topics' long-term value creation. Our latest materiality assessment was completed in early 2022 and is refreshed on a recurring basis. The assessment results are reviewed and signed-off for publication annually by executives and the Sustainability and Corporate Responsibility Committee of the Board. In addition to stakeholder interviews, it included an analysis of previous surveys and engagements with our stakeholders (see GRI 2-29), sustainability standards and frameworks, media and peers' disclosures. The assessment was conducted in conjunction with KPMG, using KPMG's proprietary materiality tool to rank sustainability topics. Based on the results of this assessment, a materiality matrix (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.



GRI 200: Economic Topics

GRI 201: Economic Performance [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Economic Performance	Item 7 2022 10-K ; 2023 Proxy Statement
201-1	Direct Economic Value Generated and Distributed	2022 10-K
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	Climate change risks and opportunities, management and financial impacts: 2022 TCFD Addendum , FY2022 CDP Response Climate change risks and impacts: Item 1 and 1A 2022 10-K
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	2022 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><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.</p>
205-1	Operations Assessed for Risks Related to Corruption	<p>Every three years, we engage an independent third party to conduct an assessment of our Ethics & Compliance program. This was last completed in 2020 by Ethisphere, and it is our intent to conduct this process again.</p> <p>Additionally, our internal audit team assesses the Ethics & Compliance function. As part of their internal controls assessment, they audit certain aspects of the program.</p>
205-2	Communication and Training about Anti-Corruption Policies and Procedures	<p>In 2022, we refreshed our Code of Business Ethics and Conduct ("Code") and distributed it to every employee. In connection with our refreshed Code, we updated our Code training, and all employees and our Board were required to complete the new training in 2022. This training was reinforced by company-wide communications, manager-led discussions, and/or other measures to ensure employees are acting with the Code and our values in mind. In 2022, we also hosted our second annual Ethics Week, which was a company-wide event for all employees that featured events, a panel discussion, and communications focused on acting ethically and in compliance with the Code. In 2021, we distributed Ethical Decision-Making Wallet Cards to every employee.</p>
205-3	Confirmed Incidents of Corruption and Actions Taken	<p>For the reporting year 2022, we did not have any material violations or breaches of our Code of Business Ethics & Conduct.</p>

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 approximately 29,000 vehicles and heavy equipment, including recycling and waste collection vehicles, heavy equipment 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 energy within our fleet.</p> <p>Natural Gas Vehicles: Natural gas is a bridge fuel on our path toward fleet electrification. Approximately twenty percent 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 are more fuel efficient than diesel and natural gas, enabling our fleet to travel more miles per unit of energy. We have successfully piloted several electric vehicles in the last few years from multiple manufacturers. That experience has given us important insights and the confidence to move forward at scale with electrification. By the end of 2023, we expect to have more than 20 electric collection vehicles in operation.</p> <p>Fleet Automation: Approximately 76% of our residential routes have been converted to automated single-driver trucks. These trucks can complete a route faster, with less idling time, not only reducing fuel use and associated emissions, but improving driver productivity and creating a safer work environment for our employees. Additionally, communities using automated vehicles and associated wheeled carts generally have higher participation rates in recycling programs, thereby complementing our initiative to expand our recycling capabilities.</p> <p>Standardized Maintenance: OneFleet, our standardized vehicle maintenance program, enables us to use best practices for fleet management, truck care and maintenance. Through standardization of core functions, we aim to reduce our fuel use and minimize variability in our maintenance processes, resulting in higher vehicle quality and a lower environmental footprint, while extending the average service life of our fleet. Operating a cleaner, more reliable, safer and more efficient fleet will lower our operating costs.</p> <p>Routing Technology: See GRI 302-4</p>																									
302-1	Energy Consumption Within the Organization	<p>2022 SASB Report: IF-WM-110b.1</p> <table border="1"> <thead> <tr> <th>Energy consumption within the organization</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Non-Renewable Energy (GJ)</td> <td>32,751,112</td> <td>30,141,306</td> <td>30,818,860</td> <td>30,767,234</td> </tr> <tr> <td>Renewable Energy (GJ)</td> <td>3,117,069</td> <td>4,126,245</td> <td>4,476,628</td> <td>4,398,894</td> </tr> <tr> <td>Non-Renewable Energy (MWh)</td> <td>9,097,531</td> <td>8,372,585</td> <td>8,560,794</td> <td>8,546,454</td> </tr> <tr> <td>Renewable Energy (MWh)</td> <td>865,853</td> <td>1,146,179</td> <td>1,243,508</td> <td>1,221,915</td> </tr> </tbody> </table> <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>	Energy consumption within the organization	2019	2020	2021	2022	Non-Renewable Energy (GJ)	32,751,112	30,141,306	30,818,860	30,767,234	Renewable Energy (GJ)	3,117,069	4,126,245	4,476,628	4,398,894	Non-Renewable Energy (MWh)	9,097,531	8,372,585	8,560,794	8,546,454	Renewable Energy (MWh)	865,853	1,146,179	1,243,508	1,221,915
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GRI 302: Energy [2016] (Continued)

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302-2	Energy Consumption Outside of the Organization	<table border="1"> <thead> <tr> <th>Energy consumption outside of the organization</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Non-Renewable Energy (GJ)</td> <td>5,303,224</td> <td>5,304,889</td> <td>4,493,715</td> <td>3,634,829</td> </tr> <tr> <td>Renewable Energy (GJ)</td> <td>5,042</td> <td>5,083</td> <td>4,687</td> <td>4,704</td> </tr> <tr> <td>Non-Renewable Energy (MWh)</td> <td>1,473,118</td> <td>1,473,580</td> <td>1,248,254</td> <td>1,009,675</td> </tr> <tr> <td>Renewable Energy</td> <td>1,400</td> <td>1,412</td> <td>1,302</td> <td>1,307</td> </tr> </tbody> </table>	Energy consumption outside of the organization	2019	2020	2021	2022	Non-Renewable Energy (GJ)	5,303,224	5,304,889	4,493,715	3,634,829	Renewable Energy (GJ)	5,042	5,083	4,687	4,704	Non-Renewable Energy (MWh)	1,473,118	1,473,580	1,248,254	1,009,675	Renewable Energy	1,400	1,412	1,302	1,307
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302-3	Energy Intensity	<table border="1"> <thead> <tr> <th>Energy intensity</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Energy (GJ)</td> <td>35,868,181</td> <td>34,267,551</td> <td>35,295,488</td> <td>35,166,127</td> </tr> <tr> <td>Revenue (\$US Millions)</td> <td>10,299</td> <td>10,154</td> <td>11,295</td> <td>13,511</td> </tr> <tr> <td>Energy Intensity (GJ/\$M)</td> <td>3,483</td> <td>3,375</td> <td>3,125</td> <td>2,603</td> </tr> </tbody> </table>	Energy intensity	2019	2020	2021	2022	Energy (GJ)	35,868,181	34,267,551	35,295,488	35,166,127	Revenue (\$US Millions)	10,299	10,154	11,295	13,511	Energy Intensity (GJ/\$M)	3,483	3,375	3,125	2,603					
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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 3-5x 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 over 29,000 vehicles and heavy equipment, our electrification transition will make the largest impact on the reduction of our energy consumption. Our ambition is that EVs will be 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, TX Recycling Facility recently 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 (namely at active and closed landfills) is leachate, a by-product of waste decomposing in landfills. Leachate is any liquid that has passed through or come from waste in a landfill. Republic is dedicated to protecting the watersheds within our communities. This means thoughtfully and responsibly designing leachate collection systems at each of our sites, and adding pretreatment systems, where beneficial. In addition, by removing liquids from within a landfill, site operators can improve the efficiency of landfill gas extraction wells and other interrelated operating systems. Our leachate collection systems collect and process liquids to ensure that our landfills minimize the impact on watershed regeneration. Our comprehensive leachate management plans govern the ways in which we collect leachate and protect the surrounding environment.</p> <p>In addition to our collection systems, we operate numerous pretreatment facilities across the country. At these facilities, liquids are removed from the landfill and pre-treated to eliminate or reduce certain constituents. Once the pretreatment process is complete, liquids are typically discharged or transported to municipal treatment facilities, much like everyday wastewater. The most common form of pretreatment is aeration. This process involves introducing air into the liquids to accelerate the elimination or reduction of constituents. Two other techniques include chemical precipitation, which adjusts the water chemistry to remove constituents, or advanced biological treatment, which uses microorganisms to consume constituents in liquids.</p> <p>At select closed landfills, we utilize a process known as bioremediation, using vegetation to clean or consume leachate directly from a landfill. We use two forms of bioremediation: treatment wetlands and phytoremediation. Treatment wetlands are large, lined pools filled with leachate from a closed landfill, and populated by a variety of wetlands plant species that naturally filter leachate, efficiently removing metals and other contaminants to meet regulatory discharge standards. Similar to treated liquids from a wastewater treatment facility, the leachate is eventually considered clean enough for release into nearby waterways. Phytoremediation involves planting grasses and trees, including hybrid willows and poplars, which are watered and fed by leachate at closed landfills. Irrigation lines run from storage tanks along the rows of trees, delivering leachate to the roots, which are highly effective at removing leachate and at some locations have completely eliminated the need to haul any leachate off-site, delivering both environmental and economic sustainability. Learn more about bioremediation in the 2022 Sustainability Report and its biodiversity impacts in GRI 3-3: 304 Biodiversity.</p> <p>Environmental Policy</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 2022 TCFD Addendum.</p> <p>See GRI 3-3: 303 Water and Effluents for discussion on leachate management.</p>

GRI 303: Water and Effluents [2018] (Continued)

Standard	Description	Cross-Reference or Answer												
303-2	Management of Water Discharge-Related Impacts	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.												
303-3	Water Withdrawal	<table border="1"> <thead> <tr> <th>Water withdrawal</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Megaliters</td> <td>1,726</td> <td>1,768</td> <td>1,992</td> </tr> <tr> <td>Million cubic meters</td> <td>1.726</td> <td>1.768</td> <td>1.992</td> </tr> </tbody> </table>	Water withdrawal	2020	2021	2022	Megaliters	1,726	1,768	1,992	Million cubic meters	1.726	1.768	1.992
		Water withdrawal	2020	2021	2022									
		Megaliters	1,726	1,768	1,992									
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These volumes represent water purchased from utilities during the listed reporting year, without historical restatements on the basis of acquisitions or divestitures. However, this report represents the first time Republic has reported 2020 utility water and it includes a restated value for 2021 to correct a data quality issue from a third-party provider. Our 2022 reporting includes our large acquisition of US Ecology, which contributes to the increase from 2021 to 2022.														

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, essentially parking and maintenance for our vehicles, located in industrial zones. Our landfills are where we have opportunity for closer engagement with the biodiversity of our ecosystems. Once space at a landfill is permanently closed, it is typically dedicated as natural space, such as a park or preservation. 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 2022 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've outlined some of the pathways that will drive 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>Reducing Fleet Emissions: Approximately 20% of our fleet operates on natural gas and since 2020, those vehicles have been fueled by 100% renewable natural gas (RNG) sourced from the natural gas pipeline. RNG consists of recovered methane and its use can reduce emissions over 70% versus diesel. RNG provides us a competitive advantage in communities with strict emission standards, since these fuels are cleaner and less carbon intensive. We also partner with battery and truck manufacturers to electrify our fleet. 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. At the end of 2022, we had five electric collection vehicles on the road, and we are rapidly expanding adoption in future years. We estimate that 50% of our new truck purchases will be EVs by 2028.</p> <p>For our growing EV fleet, we are planning on incorporating on-site solar systems with software to allocate power to EV charging or to the building's usage, depending on the time of day and need. Utilizing solar instead of the electric grid for this growing need, will further reduce our fleet emissions.</p> <p>Reducing Emissions When We Build: 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. These include using energy reduction and water conservation measures and the use of sustainable materials and design principles that enhance comfort.</p>

[2022 Sustainability Report](#): Climate Leadership

[2022 TCFD Addendum](#)

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																				
305-1	Direct (Scope 1) GHG Emissions	2022 Sustainability Report: Climate Leadership 2022 SASB Report: IF-WM-110a.1																																				
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<p>Scope 1 emissions are independent of any GHG trades, such as purchases, sales or transfers of offsets or allowances. 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).</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 2022, Republic sequestered 27.42 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 4.6M short tons of recycled commodities and 971K short tons of compost that we processed in 2022 (less customer contamination), to be a negative 9.1 MMTCO₂e. The significant change from our previous years' recycling avoided emissions is attributed to our estimation methodology which previously used tons managed and did not reduce tons for customer contamination.</p>																																						

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer					
305-2	Energy Indirect (Scope 2) GHG Emissions	2022 Sustainability Report : Climate Leadership					
		Scope 2 emissions (MTCO₂e)	2017	2019	2020	2021	2022
		Location-based	390,833	342,688	349,758	342,170	300,782
		Market-based	384,970	356,205	351,690	344,591	304,496
Indirect emissions sources include electricity and estimated natural gas 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	2019	2020	2021	2022
		1. Purchased goods and services	698,525	694,790	657,026	648,405	656,385
		2. Capital goods	460,136	528,198	506,640	657,882	203,995 ¹
		3. Fuel- and energy-related activities	518,710	516,712	501,444	562,134	554,664
		4. Upstream transportation and distribution	341,807	458,213	457,399	387,424	313,376
		5. Waste generated in operations	17,989	17,989	17,989	17,989	17,989
		6. Business travel	11,825	10,416	4,493	5,027	7,211
		7. Employee commuting	181,353	175,227	141,119	148,145	155,334
		8. Upstream leased assets	134	154	138	185	186
		Total Scope 3 Emissions	2,230,480	2,401,699	2,286,249	2,427,191	1,909,141
<p>¹During the reporting year, 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 entire 2022 GHG inventory earned third-party assurance, including scope 3, category 2; see our assurance statement.</p> <p>Republic includes Scope 3 emissions for the eight listed categories. Refer to our FY2022 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>							

Continued on following page

GRI 305: Emissions [2016] (Continued)




Standard	Description	Cross-Reference or Answer
305-3 Continued	Other Indirect (Scope 3) GHG Emissions	<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>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 US 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 2022 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 2022 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> <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>

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GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																																
305-3 <i>Continued</i>	Other Indirect (Scope 3) GHG Emissions	<p>Category 7 (Employee commuting) – Republic Services calculates employee commuting based on a US 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. We apply an emissions factor of 0 for renewable energy. For non-renewable energy, we apply the applicable EPA eGrid factor based on facility location.</p>																																																
305-4	GHG Emissions Intensity	<table border="1"> <thead> <tr> <th>Emissions intensity</th> <th>2017</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Revenue (\$US Millions)</td> <td>10,042</td> <td>10,299</td> <td>10,154</td> <td>11,295</td> <td>13,511</td> </tr> <tr> <td>Scope 1 Emissions (MTCO₂e)</td> <td>15,044,366</td> <td>14,926,974</td> <td>14,161,583</td> <td>13,724,643</td> <td>13,688,116</td> </tr> <tr> <td>Scope 1 MTCO₂e/\$M Revenue</td> <td>1,498</td> <td>1,449</td> <td>1,395</td> <td>1,215</td> <td>1,013</td> </tr> <tr> <td>Scope 2 Emissions (MTCO₂e)</td> <td>384,970</td> <td>356,205</td> <td>351,690</td> <td>344,591</td> <td>304,496</td> </tr> <tr> <td>Scope 2 MTCO₂e/\$M Revenue</td> <td>38</td> <td>35</td> <td>35</td> <td>31</td> <td>23</td> </tr> <tr> <td>Scope 1&2 Emissions (MTCO₂e)</td> <td>15,429,337</td> <td>15,283,179</td> <td>14,513,273</td> <td>14,069,234</td> <td>13,992,612</td> </tr> <tr> <td>Scope 1&2 MTCO₂e/\$M Revenue</td> <td>1,537</td> <td>1,484</td> <td>1,429</td> <td>1,246</td> <td>1,036</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, while revenue has not and represents what was reported on Form 10-K of the listed year. Therefore, annual emissions intensity reported here is not like-for-like and may not be a representative metric. See GRI 2-4 for more information regarding restatements.</p>	Emissions intensity	2017	2019	2020	2021	2022	Revenue (\$US Millions)	10,042	10,299	10,154	11,295	13,511	Scope 1 Emissions (MTCO ₂ e)	15,044,366	14,926,974	14,161,583	13,724,643	13,688,116	Scope 1 MTCO ₂ e/\$M Revenue	1,498	1,449	1,395	1,215	1,013	Scope 2 Emissions (MTCO ₂ e)	384,970	356,205	351,690	344,591	304,496	Scope 2 MTCO ₂ e/\$M Revenue	38	35	35	31	23	Scope 1&2 Emissions (MTCO ₂ e)	15,429,337	15,283,179	14,513,273	14,069,234	13,992,612	Scope 1&2 MTCO ₂ e/\$M Revenue	1,537	1,484	1,429	1,246	1,036
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GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																																	
305-5	Reduction of GHG Emissions	2022 SASB Report: IF-WM-110a.3 2022 Sustainability Report: Climate Leadership																																																	
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305-7	Nitrogen Oxides (NO _x), Sulfur Oxides (SO _x), and Other Significant Air Emissions	2022 SASB Report: IF-WM-120a.1																																																	
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		Air emissions (metric tons)	2019	2020	2021	2022																																													
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<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 below 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.</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 2022 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 2022 10-K and 2022 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 50% 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 employees/offices, retired trucks/equipment (vehicles, parts, tires, etc.), retired containers (plastic and steel), oils/lubricants, and leachate. Reuse, repair, and recycling of these items is part of our standard operating procedures and is not only beneficial to the environment, but also economically to us and our customers. Due to the nature of our business, the majority of waste produced in our operations is sent to our own landfills and is therefore included in our Scope 1 emissions as the use of our fleet and heavy equipment as well as landfill methane. The remainder, the portion of our waste that is sent to landfills we don't own or operate, appears in Scope 3 GHG Emissions, category 5 (Waste generated in operations), see GRI 305-3. Emissions from the processing and treatment of leachate is also included in this category. For information regarding our management of leachate, please see GRI 303: Water and Effluents.</p>																												
306-2	Management of Significant Waste-related Impacts	<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 2022 Sustainability Report: Climate Leadership. See GRI 2-4 for details regarding the restatement of this goal.</p> <table border="1"> <thead> <tr> <th> 2030 Sustainability Goal: Climate Leadership Circular Economy</th> <th>2017</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>Increase recovery of key materials by 40% on a combined basis (2017 baseline year) Key materials recovered (tons)</td> <td>2,401,988</td> <td>2,515,068</td> <td>2,565,382</td> <td>2,572,403</td> <td>2,411,133</td> <td>3,362,783</td> </tr> </tbody> </table> <p>Key materials are comprised of cardboard, paper, plastics, metals, and organics.</p> <table border="1"> <thead> <tr> <th> 2030 Sustainability Goal: Climate Leadership Renewable Energy</th> <th>2017</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>Increase biogas sent to beneficial reuse by 50% (2017 baseline year) Beneficial biogas reuse (billion scf)</td> <td>73.4</td> <td>73.4</td> <td>72.1</td> <td>76.2</td> <td>72.3</td> <td>110.1</td> </tr> </tbody> </table>	 2030 Sustainability Goal: Climate Leadership Circular Economy	2017	2019	2020	2021	2022	2030 Goal	Increase recovery of key materials by 40% on a combined basis (2017 baseline year) Key materials recovered (tons)	2,401,988	2,515,068	2,565,382	2,572,403	2,411,133	3,362,783	 2030 Sustainability Goal: Climate Leadership Renewable Energy	2017	2019	2020	2021	2022	2030 Goal	Increase biogas sent to beneficial reuse by 50% (2017 baseline year) Beneficial biogas reuse (billion scf)	73.4	73.4	72.1	76.2	72.3	110.1
 2030 Sustainability Goal: Climate Leadership Circular Economy	2017	2019	2020	2021	2022	2030 Goal																								
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 2030 Sustainability Goal: Climate Leadership Renewable Energy	2017	2019	2020	2021	2022	2030 Goal																								
Increase biogas sent to beneficial reuse by 50% (2017 baseline year) Beneficial biogas reuse (billion scf)	73.4	73.4	72.1	76.2	72.3	110.1																								

Continued on following page

GRI 306: Waste [2020] (Continued)

Standard	Description	Cross-Reference or Answer												
306-2 <i>Continued</i>	Management of Significant Waste-related Impacts	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.												
306-3	Waste Generated	<table border="1"> <thead> <tr> <th>Operational waste generated (metric tons)</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Facility waste disposed</td> <td>10,910</td> <td>23,727</td> </tr> <tr> <td>Equipment waste disposed</td> <td></td> <td>157</td> </tr> </tbody> </table>	Operational waste generated (metric tons)	2021	2022	Facility waste disposed	10,910	23,727	Equipment waste disposed		157			
		Operational waste generated (metric tons)	2021	2022										
		Facility waste disposed	10,910	23,727										
		Equipment waste disposed		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.												
<table border="1"> <thead> <tr> <th>Customer waste received at our MSW landfills (million metric tons)</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Waste received</td> <td>47.2</td> <td>52.4</td> </tr> </tbody> </table>	Customer waste received at our MSW landfills (million metric tons)	2021	2022	Waste received	47.2	52.4								
Customer waste received at our MSW landfills (million metric tons)	2021	2022												
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This figure refers exclusively to our customers' waste received at our MSW landfills.														
306-4	Waste Diverted from Disposal	<table border="1"> <thead> <tr> <th>Operational waste diverted from landfill (metric tons)</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Facility material diverted</td> <td>2,315</td> <td>7,149</td> </tr> <tr> <td>Equipment material diverted</td> <td></td> <td>13,290</td> </tr> <tr> <td>Operational Diversion Rate (percent)</td> <td>21.8%</td> <td>46.1%</td> </tr> </tbody> </table>	Operational waste diverted from landfill (metric tons)	2021	2022	Facility material diverted	2,315	7,149	Equipment material diverted		13,290	Operational Diversion Rate (percent)	21.8%	46.1%
		Operational waste diverted from landfill (metric tons)	2021	2022										
		Facility material diverted	2,315	7,149										
		Equipment material diverted		13,290										
		Operational Diversion Rate (percent)	21.8%	46.1%										
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.														

Continued on following page

GRI 306: Waste [2020] (Continued)

Standard	Description	Cross-Reference or Answer		
306-4 <i>Continued</i>	Waste Diverted from Disposal	Customer waste diverted from landfill (million metric tons)		
		Organics	2021	2022
		Recycling	5.7	6.3
		Total diverted	6.6	7.2
		Total MSW received	47.1	47.5
		Customer Diversion Rate	12.3%	13.1%
		<p>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/organics facility and is not adjusted for customer contamination. 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</p> <p>2022 SASB Report: IF-WM-420a.3, IF-WM-420a.4</p>		

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), we invite our supplier diversity and sustainability team members to discuss how our suppliers can align to our values and help in our ESG and diversity goals.</p>	

Continued on following page

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

Standard	Description	Cross-Reference or Answer
3-3 <i>Continued</i>	Management of Supplier Environmental Assessment	<p>Our Supplier Code of Business Ethics and Conduct (“Supplier Code”) is included in all our contract templates. A supplier who does not agree to our Supplier Code may be excluded from doing business with us. In the case that we feel a supplier is in breach of this “Supplier Code of Conduct” we will take corrective actions up to and including termination of the agreement and loss of business for 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 towards 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 2022 Sustainability Report: Talent for goal progress and visit our Supplier Diversity site to learn more.</p> <p>Similarly, we give preference to suppliers that assist us with our sustainability goals and other initiatives. For example, we 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 about our employees, and other channels. Our supplier diversity manager and our sustainability team have provided multiple trainings throughout the organization, including 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 program.</p>
308-1	New Suppliers that were Screened Using Environmental Criteria	<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 ranked all of our suppliers based on their estimated 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>




Continued on following page

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

Standard	Description	Cross-Reference or Answer												
308-1 <i>Continued</i>	New Suppliers that were Screened Using Environmental Criteria	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 QBR sessions we review opportunities to close out corrective actions and identify additional improvement opportunities.												
		<table border="1"> <thead> <tr> <th>Supplier screening program</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total number of Tier-1 suppliers</td> <td>9960</td> </tr> <tr> <td>Total number of significant suppliers in Tier-1</td> <td>1411</td> </tr> <tr> <td>Percent of total spend on significant suppliers in Tier-1</td> <td>17.6%</td> </tr> <tr> <td>Total number of significant suppliers in non-Tier-1</td> <td>0</td> </tr> <tr> <td>Total number of significant suppliers (Tier-1 and non-Tier-1)</td> <td>1411</td> </tr> </tbody> </table>	Supplier screening program	2022	Total number of Tier-1 suppliers	9960	Total number of significant suppliers in Tier-1	1411	Percent of total spend on significant suppliers in Tier-1	17.6%	Total number of significant suppliers in non-Tier-1	0	Total number of significant suppliers (Tier-1 and non-Tier-1)	1411
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GRI 400: Social Topics

GRI 401: Employment [2016]

Standard	Description	Cross-Reference or Answer																																								
3-3	Management of Employment	<p>Our values 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.</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.</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, 2022 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 Scores</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>  2030 Sustainability Goal: Talent Engaged Workforce: Achieve and maintain employee engagement scores at or above 88 Employee Engagement: Company-wide </td> <td>86</td> <td>85</td> <td>84</td> <td>85</td> <td>88</td> </tr> <tr> <td>Ethnically diverse</td> <td>88</td> <td>87</td> <td>86</td> <td>87</td> <td></td> </tr> <tr> <td>Female</td> <td>85</td> <td>86</td> <td>86</td> <td>86</td> <td></td> </tr> <tr> <td>Male</td> <td>86</td> <td>85</td> <td>84</td> <td>84</td> <td></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Turnover rates</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Driver and technician turnover</td> <td>18.6%</td> <td>16.3%</td> <td>21.5%</td> <td>25.2%</td> </tr> </tbody> </table> <p>We report on turnover amongst drivers and technicians as part of our management of these two large employee groups, which are critical to our business operations and represent the majority of our workforce.</p>	Employee Engagement Scores	2019	2020	2021	2022	2030 Goal	 2030 Sustainability Goal: Talent Engaged Workforce: Achieve and maintain employee engagement scores at or above 88 Employee Engagement: Company-wide	86	85	84	85	88	Ethnically diverse	88	87	86	87		Female	85	86	86	86		Male	86	85	84	84		Turnover rates	2019	2020	2021	2022	Driver and technician turnover	18.6%	16.3%	21.5%	25.2%
Employee Engagement Scores	2019	2020	2021	2022	2030 Goal																																					
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GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer
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. • Health care: Offerings include medical, dental and vision insurance for employees and their families. (Full-time "FT" only) • 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. (FT only) • 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. (FT only) • 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>¹Rewards listed are available to all employees unless otherwise noted, specifically excluded within a collective bargaining agreement or prohibited by law. The benefits listed are available to both full-time and part-time employees unless otherwise noted ("FT only"). Roughly 99% of our employees are full-time, see breakdown in GRI 2-7.</p>

GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																				
401-3	Parental Leave	<table border="1"> <thead> <tr> <th>Parental leave</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Number of eligible female employees</td> <td>7,185</td> <td>7,493</td> <td>6,797</td> </tr> <tr> <td>Number of eligible male employees</td> <td>23,809</td> <td>23,614</td> <td>28,304</td> </tr> <tr> <td>Number of female employees who took parental leave:</td> <td>98</td> <td>153</td> <td>152</td> </tr> <tr> <td>Number of male employees who took parental leave:</td> <td>376</td> <td>464</td> <td>502</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> </tr> <tr> <td>Number of male employees retained 12 months after return to work</td> <td>255</td> <td>362</td> <td>390</td> </tr> <tr> <td>Female employees retained 12 months after return to work (percent)</td> <td>63</td> <td>74</td> <td>68</td> </tr> <tr> <td>Male employees retained 12 months after return to work (percent)</td> <td>68</td> <td>78</td> <td>77</td> </tr> </tbody> </table>	Parental leave	2020	2021	2022	Number of eligible female employees	7,185	7,493	6,797	Number of eligible male employees	23,809	23,614	28,304	Number of female employees who took parental leave:	98	153	152	Number of male employees who took parental leave:	376	464	502	Number of female employees retained 12 months after return to work	62	113	104	Number of male employees retained 12 months after return to work	255	362	390	Female employees retained 12 months after return to work (percent)	63	74	68	Male employees retained 12 months after return to work (percent)	68	78	77
		Parental leave	2020	2021	2022																																	
		Number of eligible female employees	7,185	7,493	6,797																																	
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<p>Employee parental leave data for recent acquisition, US Ecology, was not available for 2022 and is therefore not included in these counts. They transitioned to Republic's policy as of Jan 1, 2023 and will be included going forward.</p>																																						

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, 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 2022 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 2023 Proxy: 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

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

Standard	Description	Cross-Reference or Answer
3-3 <i>Continued</i>	Management of Occupational Health and Safety	<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>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. We're proud to say that we had four employees win Driver of the Year in 2021 and 2022.</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.</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 2022 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 14 Area Safety Managers; 3 Business Unit Level Safety Managers; and 41 Safety Representatives. Corporate Safety Staff includes Vice President, Safety (reports to the Chief Operating Officer); Director, Safety; Sr. Manager, Safety; Manager, DOT Compliance, Manager, Environmental and Health Safety Programs; Sr. Safety Analyst; and 4 Safety Training Managers.</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>2022 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>2019</th> <th>2020</th> <th>2021</th> <th>2022</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, MRF 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>	Divisions assessed	2019	2020	2021	2022	Number of divisions	30	30	30	30
Divisions assessed	2019	2020	2021	2022								
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>>23,000</td> <td>Drivers</td> <td>30</td> <td>>690,000</td> </tr> <tr> <td>New Driver Training</td> <td>>4,663</td> <td>Drivers</td> <td>160</td> <td>>746,000</td> </tr> <tr> <td>Train-the-Trainers</td> <td>613</td> <td>Trainers</td> <td>2.5</td> <td>1,533</td> </tr> <tr> <td>Crash and Injury Investigation</td> <td>517</td> <td>Supervisors</td> <td>2.5</td> <td>1,293</td> </tr> <tr> <td>Safety Core Competencies</td> <td>255</td> <td>Supervisors</td> <td>2.5</td> <td>638</td> </tr> <tr> <td>Total hours of Safety Training</td> <td></td> <td></td> <td></td> <td>>1,439,464</td> </tr> </tbody> </table>	Type of training	Count	Units	Hours/course	Total hours	Safety Refresher Training	>23,000	Drivers	30	>690,000	New Driver Training	>4,663	Drivers	160	>746,000	Train-the-Trainers	613	Trainers	2.5	1,533	Crash and Injury Investigation	517	Supervisors	2.5	1,293	Safety Core Competencies	255	Supervisors	2.5	638	Total hours of Safety Training				>1,439,464
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<p>Safety Refresher Training is required by all safety sensitive employees, which varied from month to month, but numbered more than 23,000 as of December 31, 2022. Contingent employees received safety training at time of assignment in 2022 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.</p>																																					
403-9	Work-Related Injuries	<table border="1"> <thead> <tr> <th> 2030 Sustainability Goal: Safety</th> <th>2017</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>Incident Reduction: Reduce Total Recordable Incident Rate (TRIR) to 2.0 or less OSHA TRIR</td> <td>3.6</td> <td>3.7</td> <td>3.7</td> <td>3.6</td> <td>2.9</td> <td>2.0</td> </tr> <tr> <td>Safety Amplified: Zero employee fatalities Fatalities – OSHA Reportable</td> <td>2</td> <td>2</td> <td>1</td> <td>2</td> <td>1¹</td> <td>0</td> </tr> <tr> <td>Fatalities – Operating Collection Vehicles</td> <td>4</td> <td>2</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total Fatalities</td> <td>6</td> <td>4</td> <td>2</td> <td>2</td> <td>1</td> <td>0</td> </tr> </tbody> </table>	 2030 Sustainability Goal: Safety	2017	2019	2020	2021	2022	2030 Goal	Incident Reduction: Reduce Total Recordable Incident Rate (TRIR) to 2.0 or less OSHA TRIR	3.6	3.7	3.7	3.6	2.9	2.0	Safety Amplified: Zero employee fatalities Fatalities – OSHA Reportable	2	2	1	2	1 ¹	0	Fatalities – Operating Collection Vehicles	4	2	1	0	0	0	Total Fatalities	6	4	2	2	1	0
		 2030 Sustainability Goal: Safety	2017	2019	2020	2021	2022	2030 Goal																													
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		Total Fatalities	6	4	2	2	1	0																													
<p>¹One additional incident is pending investigation and thus was not OSHA reportable at the time of this report.</p> <p>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.</p>																																					
<table border="1"> <thead> <tr> <th>Lost-time injury frequency rate</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>LTIFR</td> <td>5.47</td> <td>6.21</td> <td>6.58</td> <td>5.78</td> </tr> </tbody> </table>		Lost-time injury frequency rate	2019	2020	2021	2022	LTIFR	5.47	6.21	6.58	5.78																										
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<p>Lost-time injuries frequency rate (LTIFR) calculated as: (Number of lost-time injuries x 1,000,000) / Total hours worked in reporting period.</p>																																					

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. In 2022, we continued our “Let’s Talk” series, focused on providing a platform for discussion and education around key human development topics.</p> <p>Republic Services is committed to investing in Training and Education for all of its employees. This investment spans from ‘day 1’ 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 de-centralized.</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	<table border="1"> <thead> <tr> <th>Average onboarding training hours per role</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Drivers – including classroom, skills activities and on-route training</td> <td>132</td> <td>132</td> <td>132</td> <td>132</td> </tr> <tr> <td>Customer Service Agents</td> <td>120</td> <td>112</td> <td>112</td> <td>112</td> </tr> <tr> <td>Leadership</td> <td>64</td> <td>25</td> <td>36</td> <td>52¹</td> </tr> </tbody> </table>	Average onboarding training hours per role	2019	2020	2021	2022	Drivers – including classroom, skills activities and on-route training	132	132	132	132	Customer Service Agents	120	112	112	112	Leadership	64	25	36	52 ¹
		Average onboarding training hours per role	2019	2020	2021	2022																
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		Customer Service Agents	120	112	112	112																
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		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.																				
¹ Based on 36 hours for Hauling Supervisor Onboarding / Operations Manager Onboarding and 16 hours for Leadership Fundamentals.																						
<table border="1"> <thead> <tr> <th>Ongoing training</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Average hours per FTE of training and development</td> <td>16</td> <td>16</td> <td>16</td> <td>16</td> </tr> <tr> <td>Average spend per FTE on training and development²</td> <td></td> <td>\$234</td> <td>\$276</td> <td>\$287</td> </tr> </tbody> </table>	Ongoing training	2019	2020	2021	2022	Average hours per FTE of training and development	16	16	16	16	Average spend per FTE on training and development ²		\$234	\$276	\$287							
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² 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 training and development programs are both centrally and locally managed. Development courses are offered through our LMS as well as 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, hiring and developing the leaders of tomorrow is a vital component of our human capital strategy.</p> <ul style="list-style-type: none"> • Programs like our new-hire onboarding and new leader assimilation reinforce our company values, expectations and business approach. Targeted development experiences support the growth of people in key roles, including Driver Training, Technician Training, Supervisor Training, Sales Acceleration, General Manager Onboarding and more. We believe these programs provide the fundamental skills necessary to be successful across many roles. • 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 12-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. Read more in our 2022 Sustainability Report. • 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. • 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. <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"> Rotational training and development programs, including our General Manager Acceleration Program (GMAP) and Leadership Trainee Program, help us recruit and advance a diverse and talented group of individuals throughout the Company. Sponsored by our Executive Leadership team, these programs provide visibility and support for the career advancement of our high-potential employees. To date, more than 70 leaders have graduated into leadership positions, with over 75 percent retention of participants. The two-day, in-person Leadership Fundamentals course is offered to company leaders at all levels and provides them with the skills and confidence to build productive, meaningful relationships with employees and to develop talent and bench strength through deliberate, meaningful performance management. All eligible leaders across the organization are considered for selection into our year-long Leadership Academy that includes leadership and business modules through Cornell University; special focus areas on people management, customers and P&L; and cohort connections and discussions. We aim to enroll mid-level managers who are diverse by way of backgrounds, experiences and career paths so that we can continue to build a pipeline of diverse talent. 												
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	<p>Annual Talent processes at Republic Services include the Talent Review/Calibration process, Annual Performance Reviews and mid-year conversations. The Performance process is a multi-step process that includes an optional employee assessment, manager and second-level manager assessment and finally a joint review between employee and manager. In a process that may be called a 360-review, 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 that were hired after October 1st of the assessment year and union employees. During our Talent 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 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 with two employee reviews per year, managers are expected to discuss performance, development, and related expectations with their employees in an agile manner, throughout the year.</p> <p>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> </tr> </thead> <tbody> <tr> <td>% of Eligible Employees</td> <td>91</td> <td>91</td> </tr> <tr> <td>% of Eligible Females</td> <td>91</td> <td>93</td> </tr> <tr> <td>% of Eligible Males</td> <td>91</td> <td>91</td> </tr> </tbody> </table>	Percentage of eligible employees who received a performance review	2021	2022	% of Eligible Employees	91	91	% of Eligible Females	91	93	% of Eligible Males	91	91
Percentage of eligible employees who received a performance review	2021	2022												
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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 ambassadors and thought partners for inclusion and diversity. 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 and the newest group launched mid-2023 helping to connect our LGBTQ+ employees – PRISM (Pride, Raising awareness, Involvement, Support and Mentorship). 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 2023 Proxy: 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</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)	2019	2020	2021	2022
		Female share of Board of Directors	36.4%	40%	33.3%	33.3%
		Female share of total workforce	18.6%	18.5%	19.5%	19.9%
		Females in all management positions, including junior, middle and senior management	21.6%	22.8%	23.5%	24.5%
		Females in junior management positions, i.e., first level of management	21.0%	22.2%	22.6%	22.3%
		Females in top management positions, i.e., maximum two levels away from the CEO or comparable positions	17.4%	30.4%	38.10%	32.0%
		Female share of management positions in revenue-generating functions			12.9%	12.3%
		Race and ethnicity (percent of total workforce)	2019	2020	2021	2022
		Non-white (excluding ethnically unknown)	47.3%	46.5%	47.2%	47.2%
		Asian			1.5%	1.5%
		Black or African American			19.4%	19.1%
		Hispanic or Latino			23.5%	23.7%
		White			52.7%	52.8%
		Indigenous or Native			0.7%	0.7%
		Other			2.2%	2.1%
		Age diversity	2019	2020	2021	2022
		<30 years old	11.4%	10.8%	11.0%	12.1%
		30-50 years old	49.8%	48.9%	48.0%	50.2%
		>50 years old	38.8%	40.3%	41.0%	37.7%
		Veterans (percent of total workforce)				2022
		Veterans				10.7%

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 over 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 2022 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 Charitable Giving</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>To create sustainable neighborhoods through strong community partnerships for 45 million people</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>People positively impacted (million, cumulative)</td> <td>1.8</td> <td>2.8</td> <td>4.9</td> <td>5.9</td> <td>9.4</td> <td>45</td> </tr> </tbody> </table>	 2030 Sustainability Goal: Communities Charitable Giving	2018	2019	2020	2021	2022	2030 Goal	To create sustainable neighborhoods through strong community partnerships for 45 million people							People positively impacted (million, cumulative)	1.8	2.8	4.9	5.9	9.4	45
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		To create sustainable neighborhoods through strong community partnerships for 45 million people																					
People positively impacted (million, cumulative)	1.8	2.8	4.9	5.9	9.4	45																	
Republic gave approximately \$9.1 million back to the communities it serves in 2022:																							
<table border="1"> <thead> <tr> <th>Giving (\$ USD)</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Cash contributions</td> <td>\$4,766,545</td> <td>\$8,080,581</td> <td>\$5,278,398</td> <td>\$6,498,649</td> </tr> <tr> <td>In-kind giving</td> <td>\$3,491,441</td> <td>\$1,914,004</td> <td>\$2,413,258</td> <td>\$2,636,521</td> </tr> </tbody> </table>	Giving (\$ USD)	2019	2020	2021	2022	Cash contributions	\$4,766,545	\$8,080,581	\$5,278,398	\$6,498,649	In-kind giving	\$3,491,441	\$1,914,004	\$2,413,258	\$2,636,521								
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413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	2022 SASB Report: IF-WM-120a.2 2022 Sustainability Report: Environmental Justice Environmental Justice Statement (Dec 2022)																					

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	<p>We recognize the importance of transparency 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.</p> <p>Republic's national focus areas are related to recycling, solid waste, environment, energy, transportation, labor and taxes. We work closely with our trade associations, lobbying teams and other partners to develop and maintain positions on these matters that are consistent with our corporate strategy and sustainability objectives, where possible.</p>																				
415-1	Political Contributions	<table border="1"> <thead> <tr> <th>Political contributions (\$ USD)</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Recipient: Federal lobbying (USA)</td> <td>\$242,000</td> <td>\$245,330</td> <td>\$237,500</td> <td>\$327,500</td> </tr> <tr> <td>Recipient: Local, regional, national political campaigns/organizations/candidates (USA)</td> <td>\$611,824</td> <td>\$961,236</td> <td>\$785,345</td> <td>\$1,162,017</td> </tr> <tr> <td>Recipient: Trade associations/Tax-exempt groups (USA)</td> <td>\$426,440</td> <td>\$516,830</td> <td>\$516,830</td> <td>\$545,240</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, Inc, in the amount of \$240,000. West Front Strategies represents Republic on legislative and regulatory matters via advocacy efforts at the federal level. 2. National Waste & Recycling Association (NWRA) in the amount of \$520,240. The mission of the NW&RA is to provide leadership, advocacy, research, education and safety expertise to promote the North American waste and recycling industries, serve as their voice and create a climate where members prosper and provide safe, economically sustainable and environmentally sound services. 3. Alignment Government Strategies in the amount of \$87,500. Alignment Government Strategies is a government relations firm used by our recent acquisition, US Ecology. 4. National Association of Manufacturers (NAM) in the amount of \$25,000. The National Association of Manufacturers (NAM) works for the success of the more than 12.8 million workers who make things in America. Their work is centered around four values that make our industry strong and America exceptional: free enterprise, competitiveness, individual liberty and equal opportunity. 	Political contributions (\$ USD)	2019	2020	2021	2022	Recipient: Federal lobbying (USA)	\$242,000	\$245,330	\$237,500	\$327,500	Recipient: Local, regional, national political campaigns/organizations/candidates (USA)	\$611,824	\$961,236	\$785,345	\$1,162,017	Recipient: Trade associations/Tax-exempt groups (USA)	\$426,440	\$516,830	\$516,830	\$545,240
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