

Sustainability in Action™



2024 Sustainability Report

Republic Services is proud to release our **2024 Sustainability Report** highlighting our industry-leading sustainability initiatives and tracking progress toward our ambitious 2030 goals. The progress we report represents data as of December 31, 2024. Some data has undergone **limited assurance** by LRQA, an accredited third-party verifier. Our full suite of 2024 sustainability reporting, including SASB, GRI, TCFD and EEO-1, can be found at RepublicServices.com/sustainability/reporting.

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 for the year ended December 31, 2024, 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.

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A MESSAGE FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER

The Value of Sustainability

At Republic Services, we are partnering with customers to create a more sustainable world.

We make 5 million pickups every day to help our customers sustainably manage their varied recycling and waste streams. We challenge every ton we collect to look for a better use for the material, and we're developing new solutions through our investments in Sustainability Innovation — creating new growth opportunities, and driving loyalty and superior financial performance.

Our commitment to sustainability doesn't just benefit the environment. It creates value for all our stakeholders: our customers, our employees and the communities in which we operate. In turn, that drives value for our business.

With these stakeholders in mind, we aligned our 2030 Sustainability Goals under four elements: Safety, Talent, Climate Leadership and Communities. In 2024, we continued to make meaningful progress toward our 2030 goals.

As we've transformed from a recycling and waste company into an environmental services provider, we expanded our definition of safety. We shifted our approach to a comprehensive Environment, Health & Safety (EHS) program combining environmental compliance, employee health and safety. Amid this shift, we achieved our goal of zero employee fatalities — testament to the focus of our 42,000 team members.

We maintained our strong employee engagement score of 86, above national and industry benchmarks and nearing our goal of 88. At the same time, employee turnover fell below 20% for the first time in many years, reflecting our strong workplace culture.

In 2024, we reached a 20% reduction in greenhouse gas emissions compared to our 2017 baseline. We are on a direct path to achieve our 2030 goal of a 35% reduction. But we're not stopping there. We're looking ahead and planning additional investments in Climate Leadership to reduce our emissions even further.

And through our Community Investment program, we've positively impacted nearly 20 million people through grants, in-kind donations and volunteer hours, bringing us closer to our goal of creating sustainable neighborhoods through strong community partnerships for 45 million people.

The team continues to live our company values and deliver results in the right way. Our strong corporate governance framework guides our business practices, and our results are being recognized. We're proud to have been honored as one of Barron's 100 Most Sustainable Companies, Fortune's Most Innovative Companies and Ethisphere's World's Most Ethical Companies.

As we reach the halfway mark of the decade, I'm optimistic about achieving our 2030 Sustainability Goals. At the same time, we're helping customers achieve their own goals — driving business value and environmental benefit.




Jon Vander Ark
President and Chief Executive Officer

2030 Sustainability Goals

Creating a more sustainable world requires a focus not only on the environment, but on all our stakeholders. We've aligned our 2030 goals under four Elements of Sustainability that encompass our employees, our customers and the communities we serve.

Safety

With many of our employees and one of North America's largest vocational fleets on the road every day, it is essential that safety is part of everything we do.

Talent

Our employees are committed to serve — our customers, our communities and each other. That's what inspires us to be a place where the best people, from all backgrounds, come to work.

Climate Leadership

Our investments in Sustainability Innovation, which advance circularity and support decarbonization, and our environmentally responsible operations are helping our customers meet their goals.

Communities

Through outreach, involvement and investments, we're supporting people and building strong partnerships in the communities where we live and work.



SAFETY

Safety Amplified

0

Employee fatalities

Incident Reduction

<2.0

Reduce our OSHA Total Recordable Incident Rate (TRIR) to 2.0 or less



TALENT

Engaged Workforce

88

Achieve and maintain employee engagement scores at or above 88



COMMUNITIES

Community Investment

45M

Create sustainable neighborhoods through strong community partnerships for 45 million people



CLIMATE LEADERSHIP

Emissions Reduction¹

35%

Reduce absolute Scope 1 and 2 greenhouse gas emissions 35%²

Circular Economy

40%

Increase recovery and circularity of key materials by 40% on a combined basis²

Renewable Energy

50%

Increase beneficial reuse of biogas by 50%²

¹ Goal is approved by the Science-Based Targets initiative (SBTi), a corporate climate action organization that helps companies set targets to reduce their GHG emissions in line with the goals of the Paris Agreement.

² 2017 baseline year



2024 SUSTAINABILITY HIGHLIGHTS



SAFETY

0 employee fatalities

77% of collection routes automated

13K collision-avoidance systems in trucks

24% safer than industry average
According to OSHA recordable rates for the past 10 years



CLIMATE LEADERSHIP

20% reduction in Scope 1 and 2 GHG emissions since 2017

6 new RNG projects brought online

\$856M in sustainability investments

11K acres of open space preserved at landfills



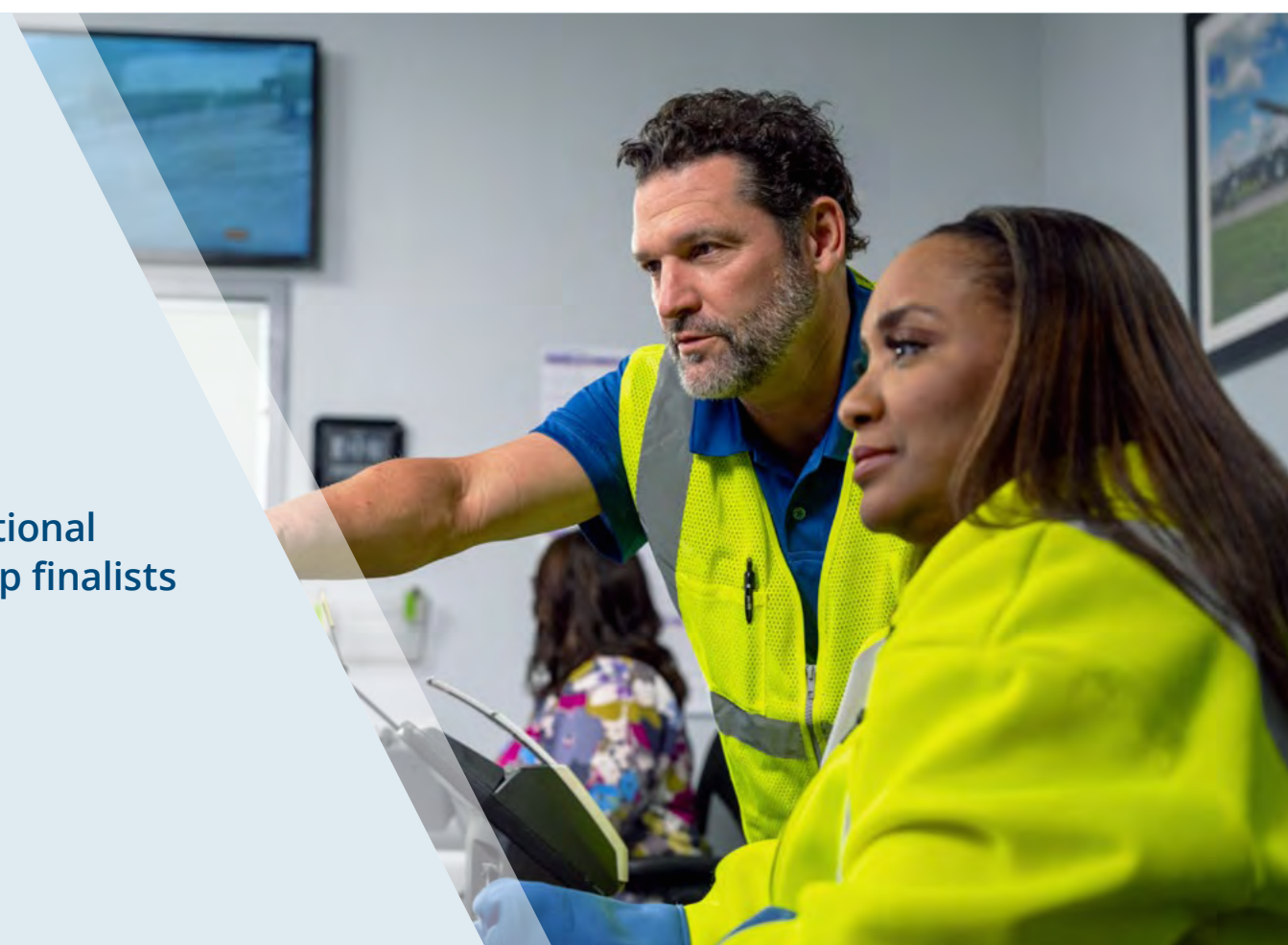
TALENT

86 employee engagement score

110 ROAD-EO National Championship finalists

87 technicians graduated from Technical Institute

5K+ veterans employed



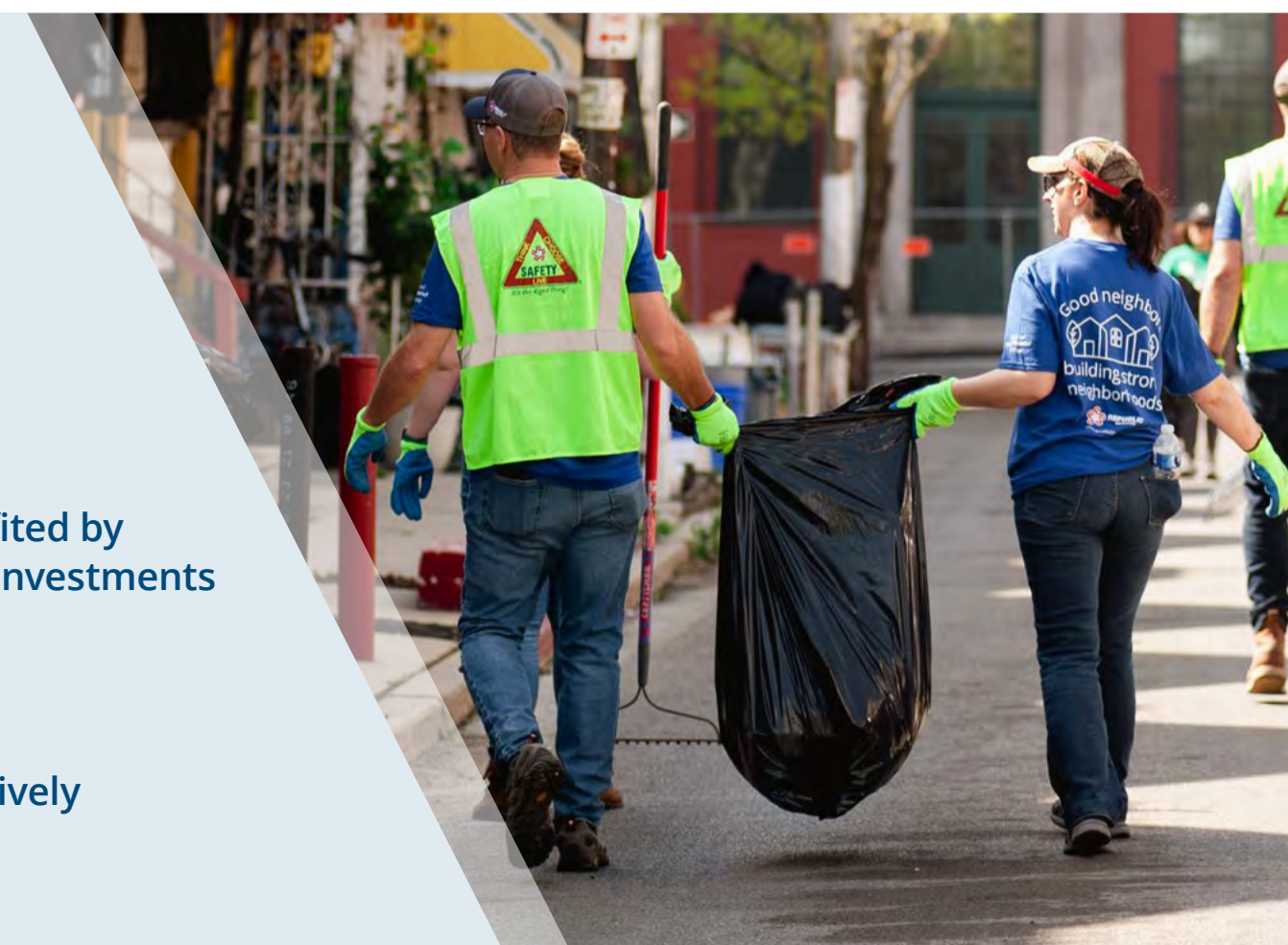
COMMUNITIES

15 high-impact revitalization projects funded

35 states benefited by community investments

910 Community Grants

5.1M people positively impacted



U.N. Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDGs) are a call to action to create a more sustainable and equitable world. While the goals are global, companies have a responsibility to promote prosperity while protecting the planet.

Republic Services has aligned our own 2030 goals with the SDG framework. Our goals directly tie to six SDGs, and our sustainability initiatives and operations support six others. Through this approach, we're working to make the world a better place, now and for future generations.

2030 GOALS ALIGNED WITH SDGs

SDG



OUR IMPACT

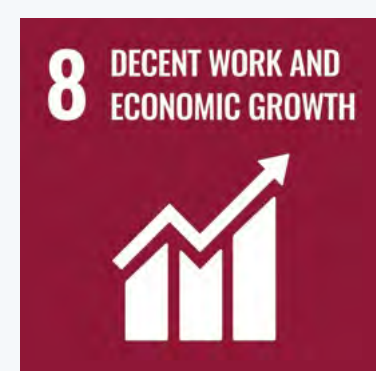
- EHS program encompasses environmental compliance, employee health and safety

Goal: Safety Amplified
Goal: Incident Reduction



- 78 landfill gas and solar projects produce clean energy for communities
- Equity investments support solar development

Goal: Renewable Energy



- Stable careers with training, upskilling and opportunity for advancement
- High employee engagement scores outpace benchmarks

Goal: Engaged Workforce

SDG



OUR IMPACT

- Circularity, renewable energy and electric vehicle (EV) initiatives support climate action in communities
- Community investment platform funds sustainable neighborhood revitalization

Goal: Community Investment



- Over 100 recycling and organics facilities across North America offer diversion solution
- Polymer Center network produces feedstock for sustainable packaging

Goal: Circular Economy



- 50+ EV collection vehicles operating in communities we serve
- Climate Transition Road Map charts course for emissions reductions

Goal: Emissions Reduction

INITIATIVES SUPPORTING SDGs

SDG



OUR IMPACT

- Tech Institute expands skilled training
- In-house CDL training to widen pool of drivers
- Education and development opportunities for employees of all levels



- Our work ensures waste is effectively removed from environment
- Liquid waste stabilization and storage protects groundwater
- Leachate/wastewater treatment remove contaminants, return clean water to aquifers



- Polymer Center-Blue Polymers network is transforming plastics circularity
- EV infrastructure deployed in 20+ locations
- Otay Compost Facility is fully solar-powered

SDG



OUR IMPACT

- College degree requirement removed for most company roles
- Community Investment program supports meals, housing and education
- Business Resource Groups support inclusion and allyship



- Coast Guard-certified Oil Spill Response Organizations (OSRO)
- 24/7 emergency response to environmental incidents in rivers, lakes and oceans
- Aggregation of recycling and waste helps keep plastic out of waterways and oceans



- Commitment to environmental justice and meaningful involvement of all stakeholders
- Community engagement and education guided by Good Neighbor Plan
- Representative decision-making when siting and permitting facilities

Corporate Governance

We deliver results the right way, with care for the environment, the communities we serve, investors and our employees. Our corporate governance framework defines responsibilities, sets high ethical standards for professional and personal conduct, and helps ensure compliance.

Board of Directors

Our board of directors, led by a non-executive chairman, consists of 12 highly qualified members with a wide range of skillsets and perspectives to help grow our company while representing the long-term interests of our shareholders. Each of the board’s five standing committees — Audit, Finance, Nominating & Corporate Governance, Sustainability & Corporate Responsibility, and Talent & Compensation — consists of independent directors and has an independent chair directing the committee’s work.

Executive Compensation Tied to Sustainability

Sustainability is critical to our company’s success, and the board has aligned a portion of our executives’ annual incentive plan to our key sustainability priorities. Using a sustainability modifier, the annual incentives for senior executives are subject to adjustment, positively or negatively, of up to 10 percentage points based on the company’s interim performance toward its safety, talent and climate leadership goals.

ELEMENT	METRIC	2030 GOAL
Safety	Incident Reduction (TRIR)	<2.0
Talent	Employee Engagement	88
Climate Leadership	Circular Economy	3.4M tons
Climate Leadership	Renewable Energy	110.1B scf

Board Oversight of Sustainability

Our Sustainability & Corporate Responsibility Committee has oversight of our environmental and sustainability performance, our corporate responsibilities, and risks and opportunities related to safety, talent, climate leadership and our communities. The full board conducts a comprehensive review of the company’s environmental and sustainability performance annually.

Code of Business Ethics and Conduct

Republic Services’ [Code of Business Ethics and Conduct](#) is a public statement of the expectations and standards we’ve set for all team members and our board of directors to act ethically and with integrity.

We encourage open communication and want our employees to report concerns. Republic Services does not tolerate retaliation or intimidation against anyone who reports a concern, raises a compliance question or cooperates with an investigation.

If an employee is not comfortable talking to their immediate supervisor or another manager, they can contact Human Resources, the Legal Department, the Ethics and Compliance team or the confidential AWARE Line. Operated by a third party, the AWARE Line is available 24 hours a day, seven days a week.

AWARE Line



For more information, please view our 2025 Proxy Statement.

2025 Proxy Statement





Safety

With many of our employees and one of North America’s largest vocational fleets on the road every day, it is essential that safety is part of everything we do.

ENVIRONMENT, HEALTH AND SAFETY

A Holistic Approach to Protecting People, Communities and Environment

The safety of our 42,000 employees and the communities we serve is our highest priority. As Republic Services has transformed from a recycling and waste company into a full-scale environmental services provider, our definition of safety has expanded to encompass the new challenges and responsibilities that come with our enhanced service offerings.

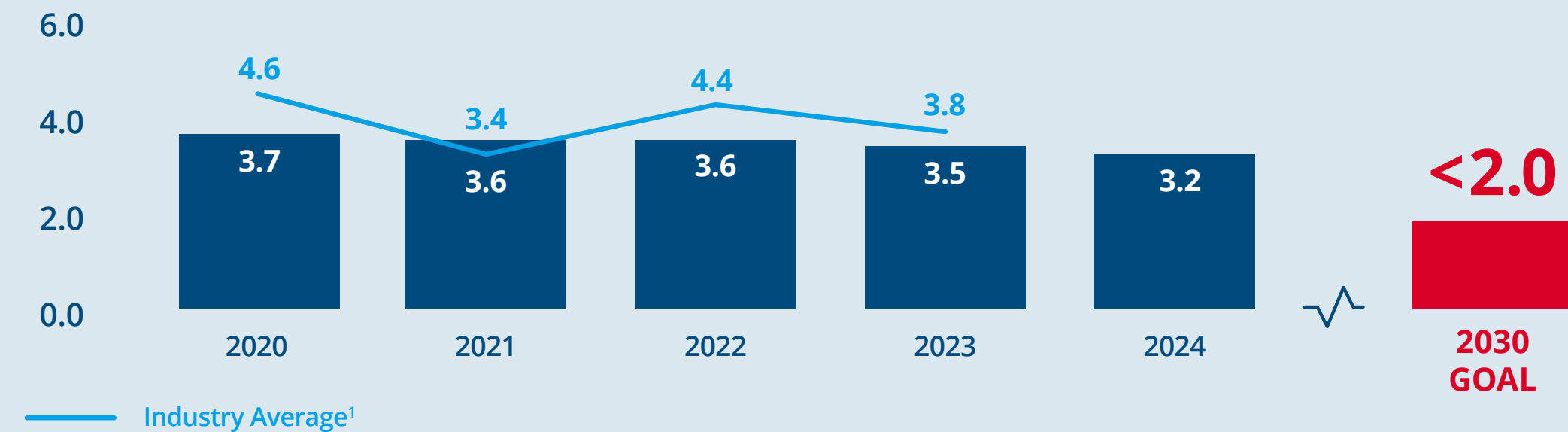
We’ve shifted our approach toward a comprehensive Environment, Health & Safety (EHS) program that combines environmental compliance, employee health and safety — aligning and enhancing existing protocols to support our evolving businesses.

EHS at Republic Services is a structured, disciplined framework that protects our people, supports the communities we serve and safeguards the environment. It is woven into our culture, guides our decisions and is foundational to how we operate.

Goal: Incident Reduction

Reduce OSHA Total Recordable Incident Rate to 2.0 or less by 2030.

OSHA Total Recordable Incident Rate



¹Occupational Safety and Health Administration (OSHA) is the main federal agency charged with the enforcement of safety and health standards. The OSHA Total Recordable Incident Rate (TRIR) is a function of the number of recordable injuries and the total number of hours worked. Published OSHA data lag one calendar year. Industry average refers to OSHA codes 562111, 562112, 562211 and 562212, and is weighted by Republic Services lines of business. Data for 2022 and 2023 has been updated to reflect incidents reported after year-end close.

Goal: Safety Amplified

Zero employee fatalities.

Employee Fatalities

	2020	2021	2022	2023	2024	2030 Goal
Operating Collection Vehicles	1	0	0	0	0	0
OSHA Reportable	1	2	2	3	0	0

OPERATIONS TECHNOLOGY

Innovating for a Safer Future

Safety isn't just a shared responsibility among our employees — it's a priority and core value. While vigilance and situational awareness remain essential, advancements in technology have empowered us to equip our fleet with the most advanced safety features. These innovations are not only transforming how we work but also enhancing our ability to protect our employees and the communities we serve every day.

Collision-Avoidance System

Using dual-facing camera technology, our collision-avoidance system is designed to recognize unfocused driving behaviors and potential environmental risks. When activated, the driver receives real-time, in-cab audio alerts and coaching to help them return to a focused driving state.

Piloted at more than 50 locations, the program proved highly effective in enhancing the safety of our drivers and the communities we serve. As of 2024, the collision-avoidance technology has been fully implemented in more than 13,000 trucks in nearly 300 locations.

As we continue to refine and advance this program, our goal remains clear: fewer incidents and better outcomes.

2024 HIGHLIGHTS

13K+

trucks with collision-avoidance systems



Safety On and Off the Road

Safer Streets and Cleaner Neighborhoods

While Republic Services has automated 77% of our residential routes, there are still areas across the country where waste is collected manually. In these communities, workers ride on the back of our trucks, hopping on and off to physically collect bags and cans.

Automating routes helps keep team members in the cab of a truck, creating a safer work environment. Communities with automated collections also generally have higher participation rates in

recycling programs, supporting waste reduction and climate action goals. That's why we continue to work with our municipal partners to convert to automated service.

In 2024, we helped the City of Arlington, Texas, upgrade to recycling and waste carts from bags and cans, utilizing automated side-load trucks. The conversion eliminates the need for employees to manually handle waste, enhancing worker safety.

2024 ARLINGTON HIGHLIGHTS

105K

carts rolled out to residents

25

automated waste routes

13

automated recycling routes



CYBER SAFETY

Our Shared Responsibility

Prioritizing safety includes our office-based employees. As we continue to advance our digital capabilities, protecting our IT systems and data is essential to keeping our operations running smoothly.

In October 2024, we launched our second annual Cyber Safety Awareness Campaign during National Cybersecurity Awareness Month, highlighting the critical role every employee plays in safeguarding sensitive information and assets. Cybersecurity is a shared responsibility, and just as we maintain our vehicles and equipment to ensure physical safety, our IT and cybersecurity teams take a proactive approach to defending against cyber threats.

This year's campaign emphasized the growing risks of phishing, which is now the source of more than 90% of all cyberattacks. Together, we're building a strong, cyber-resilient workplace that keeps both our people and our data safe.

EMERGENCY RESPONSE SERVICES

Safeguarding Customers and Communities

Our Emergency Response Services teams play a critical role in safeguarding our customers and the communities we serve. When a customer experiences a land or water emergency, our 24/7 response teams mobilize quickly to help protect lives and the environment. In 2024, our teams responded to hurricanes, oil spills, wildfires and chemical fires, leveraging decades of expertise and a network of facilities and equipment across North America.

[Our Emergency Response Services](#)



Joining Forces for N.C. Hurricane Recovery

In September 2024, Hurricane Helene ravaged North Carolina and devastated communities. Our Asheville team of more than 50 employees was hit hard, some of them losing homes and possessions. In the storm's aftermath, local leaders worked tirelessly to ensure employees and their families had access to food, shelter, clean water and showers.

Our Emergency Response team took immediate action, delivering stockpiles of food, water, generators and life-saving supplies to the Asheville hauling facility. Our Mobile Command Center arrived on site soon after, providing crucial internet and phone access. Once our employees were taken care of, the team shifted its focus to resuming operations to help clean up the devastated community.

In the storm's wake, streets were littered with trash and debris, creating an urgent need for waste collection services. Our team prioritized the replacement of trucks that had been destroyed by floodwaters, and our drivers were soon back on the road, providing essential services throughout the community.



Marine Support for Washington Wildfire

The Pioneer Fire raged across parts of central Washington in June 2024, threatening thousands of acres of wilderness and hundreds of properties. Due to limited road access, nearby Lake Chelan was the safest way to transport evacuees, fire crews, equipment and supplies. That's where our Pacific Northwest Emergency Response team came in.

To assist with critical transportation services, our team relocated seven specialized response boats from California, Oregon and elsewhere in Washington, and brought in more than two dozen personnel from six locations across North America. In one case, a boat based in Southern California was manned by crew from Maine to help firefighting efforts in Washington — a true display of our commitment to serve.

Honoring the Industry's Best

2024 Drivers and Operator of the Year

Republic Services' commitment to safety was recognized on a national stage in 2024 when three of our employees were honored by the National Waste & Recycling Association (NWRA) as the industry's best.



Matthew Linden

📍 Elyria, Ohio
National Commercial
Driver of the Year



Terrel Herring

📍 Victoria, Texas
National Residential
Driver of the Year



Rob Hamil

📍 Chicago, Illinois
Operator of the Year

With more than 25 years of service each, these honorees exemplify Republic Services' strong safety culture and dedication to customer service. They were selected by independent judges based on performance, safety records and service excellence, and were honored at the 2024 Waste Expo convention in Las Vegas. These team members inspire their colleagues and remind us what it means to serve safely, every day.



1,000 Safe Days

Early this year, our Seattle and Renton, Washington, maintenance teams achieved an impressive safety milestone: 1,000 consecutive days without a safety incident. This accomplishment reflects nearly three years of unwavering dedication, vigilance and teamwork. The teams credit their success to a deeply ingrained safety culture, proactive hazard identification and a commitment to following best practices every day. By watching out for one another, encouraging a speak-up culture and staying focused on continuous improvement, they have created a work environment where safety always comes first.



Star Status in Nevada

Our Environmental Solutions hazardous waste landfill in Beatty, Nevada, earned OSHA's highest honor for worksite-based safety: Voluntary Protection Program (VPP) Star status. This status recognizes achievement in the prevention and control of occupational safety and health hazards. After a rigorous three-day on-site evaluation, the Beatty team was recognized for its extensive hazard identification and prevention controls as well as its unique employee incentive program, which encourages employees to share ideas for keeping the site safe.



Talent

Our employees are committed to serve — our customers, our communities and each other. That's what inspires us to be a place where the best people, from all backgrounds, come to work.

Engaging with Our Workforce

Employee engagement is essential to building a productive and inclusive workplace. It means creating an environment where every person feels valued and connected to the company's greater purpose.

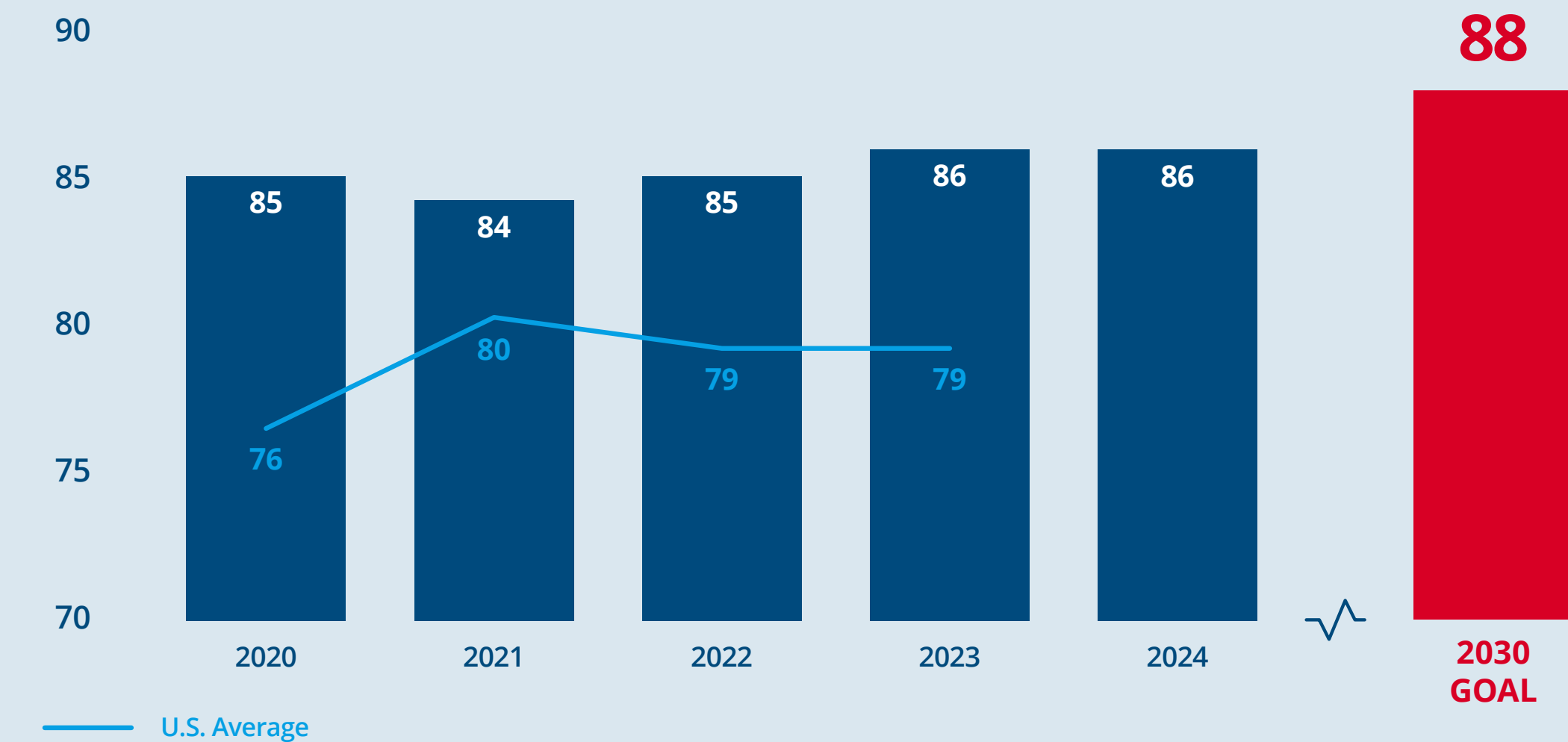
To understand how our employees are feeling and identify opportunities for improvement, we conduct a company-wide Employee Experience Survey twice a year.

In 2024, we maintained an engagement score of 86, well above the national average. Employee turnover also fell below 20% for the first time in many years, signaling meaningful progress in retention and workplace culture.

Goal: Engaged Workforce

Achieve and maintain employee engagement scores at or above **88**.

Employee Engagement Scores



Listening and Taking Action

We don't just collect feedback — we act on it. After listening to employee feedback, here are some real changes inspired directly by our teams:

Pacific Area – In response to a request for more team-building, leadership launched a series of initiatives, including Friday team lunches, a team fishing trip, and expanded charitable and training opportunities.

Northeast Area – Employees asked for more communication around leadership actions. In response, leaders increased updates during crew out/crew in, leader 1:1s and meetings, reinforcing our open-door culture and commitment to transparency.

South Area – Feedback led to better truck parking maps, improved uniform delivery and expanded access to personal protective equipment like cooling towels and dry-wick shirts during the summer months.

A Human-Centered Workforce

At Republic Services, we're proud to foster an inclusive, human-centered culture — one that respects the dignity and potential of every person. As of 2024, 49% of our workforce is racially or ethnically diverse, and women make up 20% of our team members. We are proud that our high-performing workforce reflects the communities we serve and strengthens our ability to deliver exceptional service every day.

EXPANDING OPPORTUNITIES



Otay Landfill

In Chula Vista, California, a team of women is making history as the site's first all-female crew of heavy equipment operators. Bulldozer operator Itzel Herrera started her career at Republic Services in 2021 as a landfill laborer. Two years ago, she became an operator trainee, and was selected for a heavy equipment operator role soon after. The success of Itzel and her colleagues reflects our commitment to creating pathways for women in frontline roles and building an inclusive workforce.



Environmental Services Marine Division

Capt. Carlie Eckel is charting new waters as assistant captain of the New Jersey-based Lynne Frink, a 110-foot oil spill response vessel in Republic Services' Environmental Services Marine Division. A lifelong mariner, Carlie takes pride in protecting the environment and exemplifies the skill and dedication required in this vital line of work.



- White - 51%
- Hispanic/Latino - 26%
- Black/African American - 18%
- Asian - 2%
- Indigenous/Native American - 1%
- Other - 2%

Our Business Resource Groups

Our Business Resource Groups (BRGs) are employee-led organizations open to all team members that come together to help foster greater employee engagement and work on company and community initiatives. In 2024, we launched our sixth BRG, AAPI at Republic, to support Asian American and Pacific Islander employees while fostering cultural awareness, professional growth and community engagement.

[More on Our BRGs](#)



Empowering Employee Growth

We know that the continued development, engagement and growth of our people are essential to our long-term success. That's why we offer a range of programs to help employees thrive in their current roles and prepare for future opportunities.

Our Development Opportunities

Republic Services Leadership Academy

In 2024, we celebrated the graduation of our second class of high-potential employees from the Republic Services Leadership Academy (RSLA), a nine-month development program designed to strengthen leadership capabilities across the organization. During the year, 84 team members completed the program, which featured coursework from leading institutions including Dartmouth, UC Berkeley, Stanford and the University of Virginia and emphasized cross-functional collaboration and strategic skill-building.

84

team members trained in 2024

Republic Services Technical Institute

Our maintenance technicians keep our equipment operating safely and effectively to serve our customers. To develop a pipeline of candidates and hone the skills of our current technicians, we created the Republic Services Technical Institute. This facility in Dallas, Texas, offers a tuition-free program combining paid on-the-job training, high-tech classrooms and computer-based learning to help employees build technical skills and earn certifications that support long-term career growth.

87

technicians graduated in 2024

Watch Video 



GOAL ACHIEVED

Supporting Veterans in the Workforce

Our veterans Business Resource Group, V.A.L.O.R., teamed up with Human Resources and Area Talent Acquisition managers in July 2024 to host the company's first nationwide job fair in honor of National Hire a Veteran Day. Held in 29 cities, the event welcomed veterans, active-duty service members and military families for free resume-building workshops and on-the-spot interviews, demonstrating our commitment to hiring and empowering those who have served. Through targeted recruiting, tailored career pathways and veteran-focused partnerships, we continue to build a workforce strengthened by leadership, service and a deep commitment to community. Thanks to National Hire a Veteran Day, we celebrated our 5,000th veteran employed, a major milestone achieved through our Road to 5K initiative, which began in 2021 to strengthen veteran representation across our workforce.

Republic Services partners with Department of Defense SkillBridge program

Read More 

Celebrating Employee Excellence

Our employees make a difference every day, and we take pride in celebrating them. Our quarterly Values in Practice (VIP) Awards honor team members who embody our core values — Safe, Committed to Serve, Environmentally Responsible, Driven and Human-Centered. During Supervisor Appreciation Week, we recognize outstanding leaders for their dedication to safety, service, operational excellence and employee engagement. Recognitions like these, along with the ROAD-EO National Championship, help us shine a spotlight on the people who drive our success.

ROAD-EO National Championship

Republic Services' ROAD-EO National Championship is one way we celebrate our dedicated drivers, heavy equipment operators and technicians who keep our business moving every day.

In early 2025, more than 100 competitors from across North America came together in Phoenix to show off their skills and take part in our fifth company-wide ROAD-EO National Championship. To get there, finalists had to win a local ROAD-EO competition and maintain an outstanding safety record.

The ROAD-EO National Championship is our most prominent employee engagement event, giving us a chance to recognize the incredible talent across our company and cheer on our frontline team members. Winners took home cash prizes, extra paid time off and, of course, bragging rights as the best-of-the-best.

[Watch Video](#)

ROAD-EO HIGHLIGHTS

107
finalists

10
competition categories

36
states and the province of Ontario



Climate Leadership

Our investments in Sustainability Innovation, which advance circularity and support decarbonization, and our environmentally responsible operations are helping our customers meet their goals.

Taking Action

Reducing our carbon footprint begins at our landfills, which represent about 90% of our Scope 1 and 2 greenhouse gas emissions, so we are innovating how we operate. Since 2017, we've invested more than \$1 billion in technologies to control and capture landfill emissions.

In 2024, we reached a 20% reduction in emissions compared to our 2017 baseline, exceeding our interim goal of a 10% reduction by 2025.

Looking ahead, we are planning additional investments in Climate Leadership to reduce our emissions even further. We've significantly outperformed our interim goal and are on pace to achieve our goal of a 35% reduction by 2030. In 2026, we will update our Climate Leadership targets to continue to build on our progress.

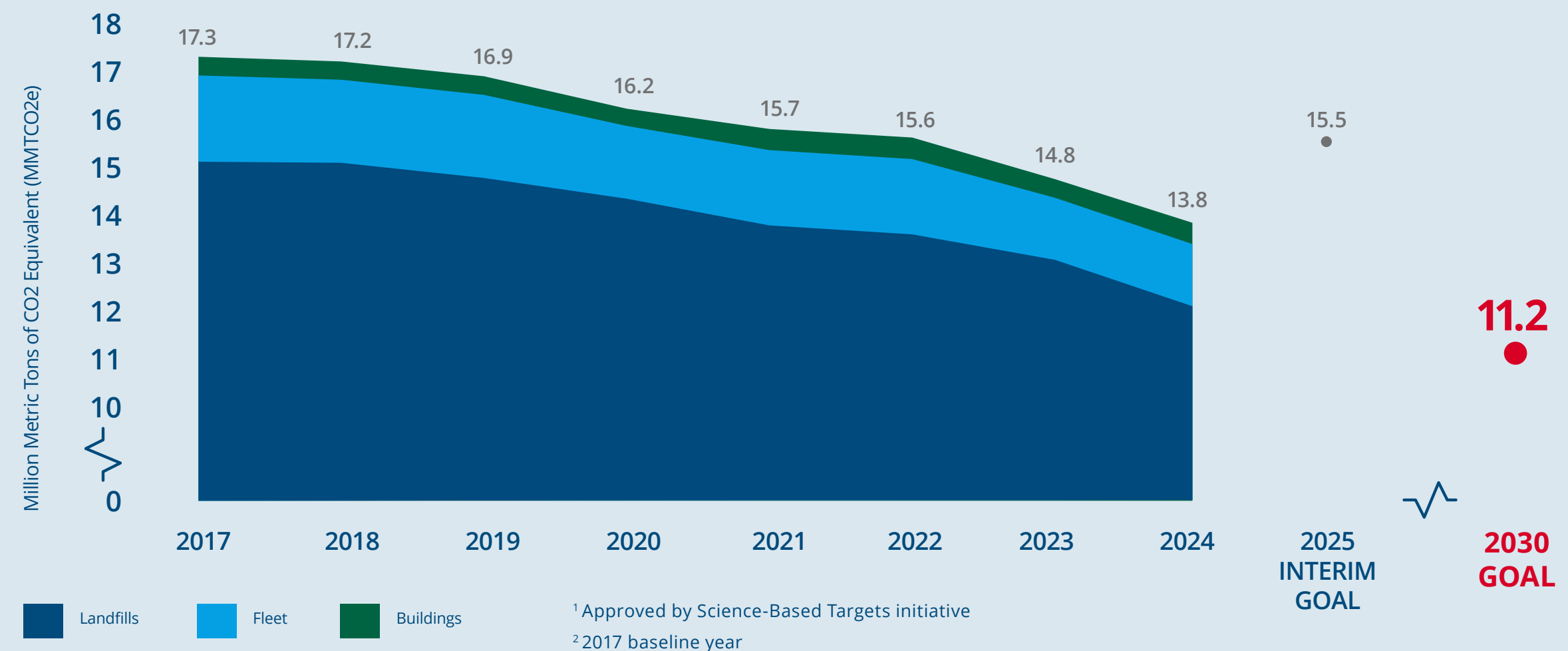
20%

reduction in greenhouse gas emissions since 2017

Goal: Emissions Reduction¹

Reduce absolute Scope 1 and 2 greenhouse gas emissions **35%** by 2030.²

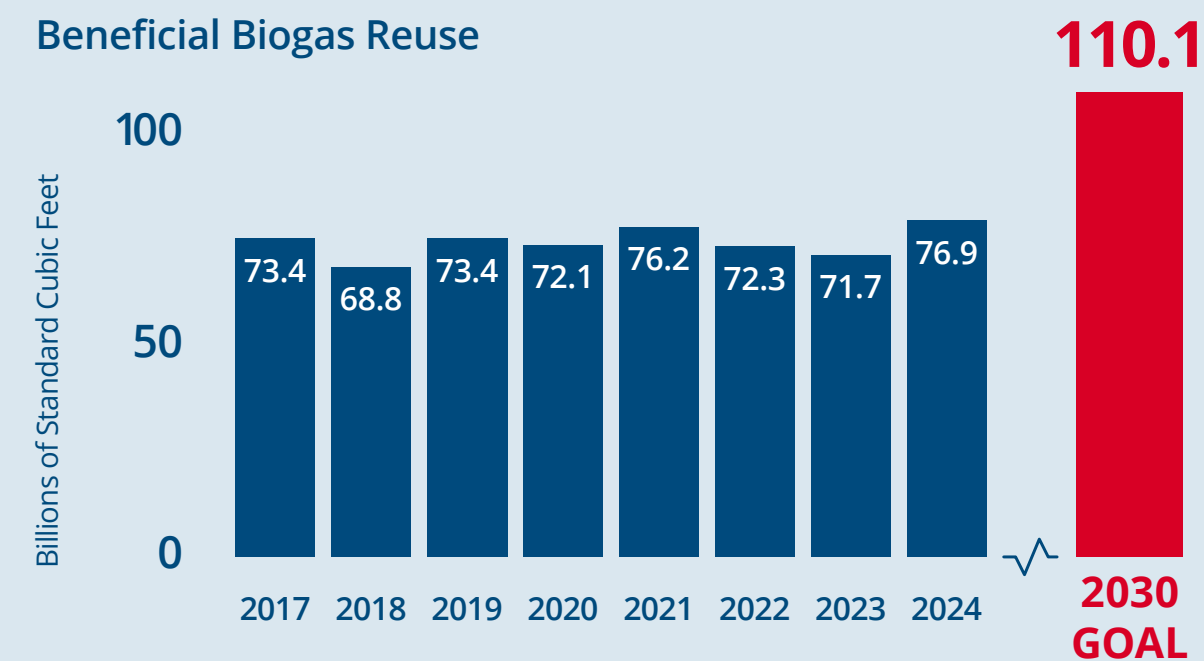
Scope 1 and 2 Greenhouse Gas Emissions



Goal: Renewable Energy

Increase beneficial reuse of biogas **50%**.²

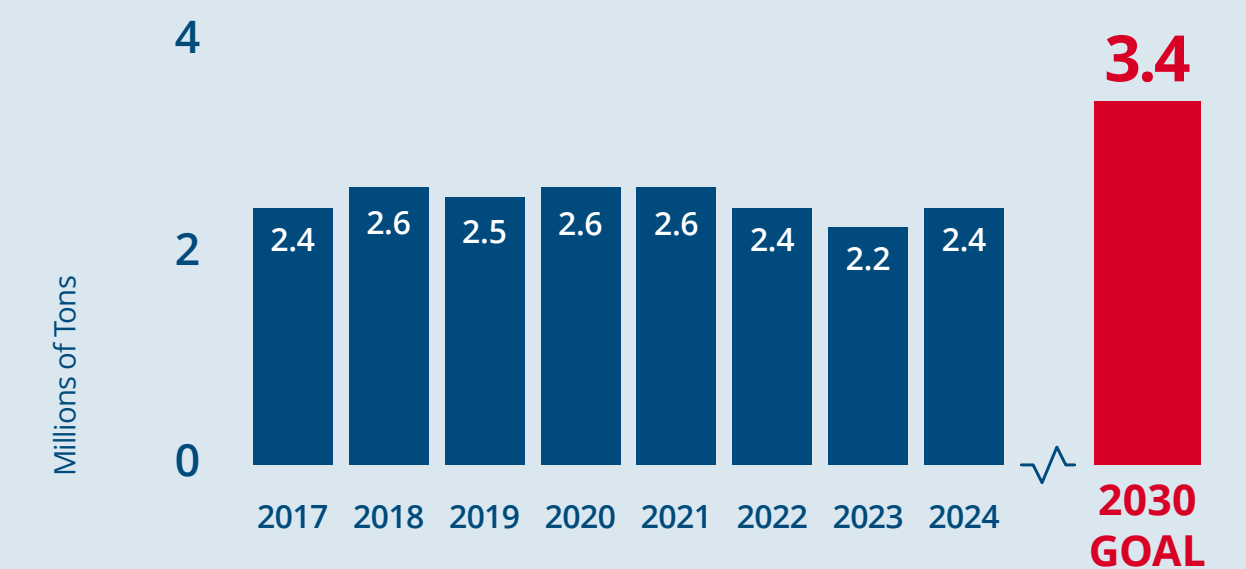
Beneficial Biogas Reuse



Goal: Circular Economy

Increase recovery and circularity of key materials **40%** on a combined basis by 2030.²

Key Materials Recovered



Our Climate Transition Road Map

We continue to make significant progress in reducing greenhouse gas emissions and decarbonizing operations through strategic investments in landfill gas collection and cover systems, fleet electrification and diversion infrastructure. **As of the end of 2024, we've reduced emissions 20%, and we're on a direct path to achieving our 2030 goal.**

2017 – 2022

DRIVING DECARBONIZATION

Goals

- Achieved initial sustainability goals regarding energy, recycling and fleet
- Announced new 2030 goals to reduce GHG emissions, increase beneficial reuse of biogas and advance circularity

Landfills

- Collected landfill gas for beneficial reuse as energy
- Deployed alternative landfill cover systems to reduce fugitive emissions
- Improved accuracy of landfill emissions modeling through implementation of the Solid Waste Industry for Climate Solutions (SWICS) system

Diversion

- Promoted waste diversion through education campaigns like Recycling Simplified
- Expanded recycling and organics collection and infrastructure to enable greater diversion

Fleet

- Utilized RNG to lower impact of CNG fleet
- Launched EV pilots

Buildings

- Designed new buildings to LEED standards

2023 – 2025

SCALING STRATEGIES

Landfills

- Develop portfolio of landfill gas-to-RNG projects through Lightning Renewables JV and other partnerships
- Utilize GPS technology for efficiencies in landfill construction and expansion
- Optimize cover timing to reduce fugitive emissions
- Deploy emissions monitoring and measurement technology

Diversion

- Open network of Polymer Centers to enable greater plastics circularity
- Launch Blue Polymers JV to further support circularity and sustainable packaging

Fleet

- Scale EV fleet to 100+ collection trucks across the country
- Optimize route efficiency to reduce vehicle miles traveled
- Partner with municipalities to support climate action through EV fleet conversion

2026 – 2029

ACCELERATING ACTION

Expected future plans

Landfills

- Beneficially reuse landfill gas at scale through 100+ landfill gas-to-energy projects
- Incorporate landfill emissions measurements into modeling for better representation
- Scale innovations in landfill gas collection and cover systems to further reduce fugitive emissions

Diversion

- Grow organics recycling collection and infrastructure to reduce organic waste in landfills
- Scale plastics circularity investments to expand volume entering the circular economy
- Increase growth of recycling infrastructure and technology to expand diversion capacity

Fleet

- Continue investing to expand our industry-leading EV fleet

2030

OUR TARGET

35% reduction in GHG emissions from 2017 baseline year

MOVING FORWARD

Continue to drive emissions reductions through innovation and technology investments



SUSTAINABILITY INNOVATION

Transforming Plastics Circularity

Through our Polymer Center network, Republic Services is transforming plastics circularity, from curbside collection to consumer packaging and back again.

We currently operate two Polymer Centers, in Las Vegas and Indianapolis, and a third facility is in development in the Northeastern U.S. The Las Vegas Polymer Center opened in late 2023, and the Indianapolis facility celebrated its grand opening in early 2025.

Our Polymer Centers process recycled plastics collected from homes and businesses, including PET (water and soda bottles), HDPE (milk jugs or detergent bottles) and polypropylene (to-go cups or margarine tubs).

PET is shredded and washed to produce recycled PET (rPET) flake, which is used to manufacture new beverage bottles.

HDPE and polypropylene are sorted by color and type, then sent to a Blue Polymers facility. Blue Polymers is a joint venture we launched with Ravago to further process the polyolefins from our Polymer Centers and create custom drop-in solutions for customers.

The first Blue Polymers site opened in Indianapolis alongside our Polymer Center; a second facility is expected to open in 2026 in Buckeye, Arizona, supporting our Las Vegas Polymer Center.

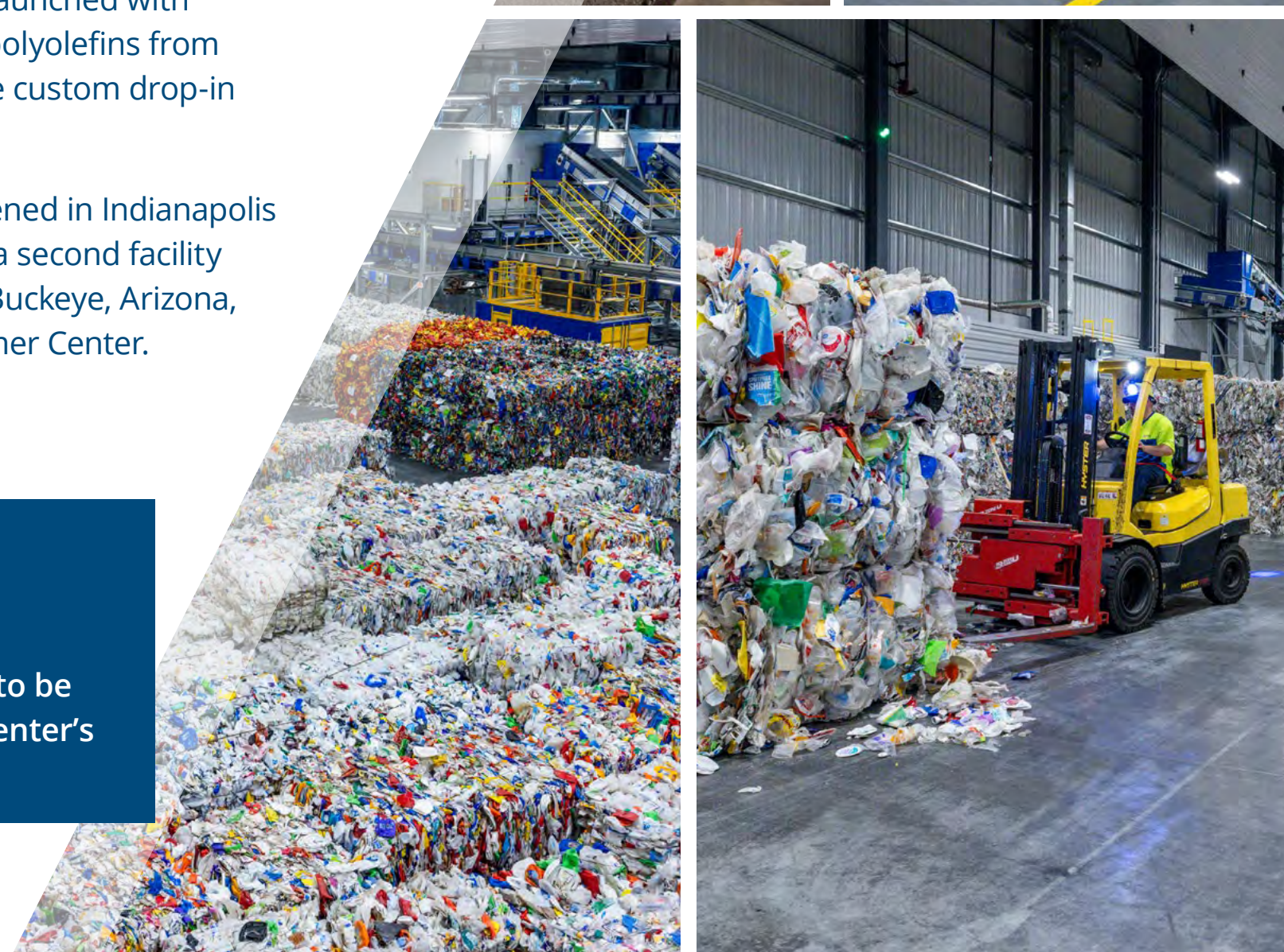
2024 HIGHLIGHTS

300M

bottles expected to be produced from rPET flake created in 2024 at the Las Vegas Polymer Center

1B

bottles and containers expected to be recycled annually at a Polymer Center's full capacity



Product Carbon Footprint

We recently commissioned a life cycle assessment (LCA) for the rPET flake produced by our Las Vegas Polymer Center to measure its carbon footprint. An LCA evaluates the environmental impacts of a product throughout its life cycle, beginning with extraction of raw materials, to transportation and energy used in production, and finally to disposal. While an independent critical review is still in process, initial findings indicate that the bottle-grade rPET from our Polymer Center has a significant environmental advantage compared to other rPET manufacturers.

RECYCLING

Driving a Circular Economy

With 75 recycling facilities across North America, we provide recycling solutions for millions of customers, contributing to the circular economy and helping meet diversion goals. We're increasing capacity and updating technology to better serve our customers and community partners, and keep pace with an evolving recycling stream.

In 2024, we completed technology and infrastructure upgrades at 35 recycling facilities, including robotic sorting arms at six recycling centers and additional optical sorting units and screens. These enhancements contributed to an increase in key materials recovered in 2024.

RECYCLING HIGHLIGHTS

35

recycling facilities upgraded in 2024

\$1B

invested in recycling technology and infrastructure from 2018 - 2025

2024 RECYCLABLE MATERIALS

Cardboard **49%** Metal **4%**

Paper **23%** Glass **3%**

Plastic **6%** Mixed/Other **3%**

Organics **12%**

6.4M

tons diverted for customers

4.5M

tons processed by Republic Services

Percentages represent tons sold by Republic Services and do not include any inbound contamination.



Reducing Contamination

Recycling contamination occurs when the wrong materials are discarded in recycling bins. Contamination can ruin otherwise good recyclables and can cause delays and even equipment damage at a recycling facility. To help customers reduce contamination, we're leveraging a combination of public education and vision-recognition technology.

Preventing contamination before it occurs is the goal of our customer education campaign. When a customer contracts with Republic Services, their onboarding process includes recycling education to explain how and what to recycle.

Once a truck picks up a recycling container, vision-recognition technology comes into play. Our commercial collection trucks are equipped with cameras mounted in the body of the truck. These cameras identify targeted contaminants and record a short video clip that can be shared with the customer. In addition to providing real-time customer feedback, this data allows us to understand where contamination is concentrated and where we may need to provide more recycling education.

At the end of 2024, these cameras had been deployed in commercial recycling trucks nationwide. They will begin rolling out in residential recycling trucks in 2025.



Improving Quality and Recovery Rates

At many of our recycling facilities, optical sorting technology separates materials, such as paper or plastics, from the rest of the recycling stream. In 2024, our Southern Nevada Recycling Center in Las Vegas began leveraging optical sorting technology in an innovative way. Adding an optical sorting unit to the "last chance" line at the end of the recycling process has reduced the facility's contamination rate and increased the recovery of valuable materials.

SOUTHERN NEVADA HIGHLIGHTS

5%

increase in
cardboard recovered

27%

increase in
aluminum recovered

Specialized Recycling Solutions

Some materials require specialized handling beyond traditional recycling methods. Our Environmental Solutions teams manage multiple specialized recycling centers designed to recover materials including glycol, aerosol cans and oil for reuse.

Glycol Recycling

In cold climates, airports often use deicing fluid to remove snow and ice from airplanes. The primary component in this fluid is propylene glycol. To help protect the environment during this process, we partner with airports to collect stormwater runoff and recycle the used glycol — separating contaminants from the water and producing a lower-carbon recycled product.

Stormwater containing deicing fluid and other contaminants is collected through industrial drainage systems at an airport and transported by truck or rail to our glycol recycling facility. Water is separated out, and

other materials are removed. The remaining propylene glycol is formulated into new deicing fluid and sent back to airports for reuse, completing the circular process.

To assess the carbon intensity of our recycled propylene glycol, we've launched a product carbon footprint analysis to compare it to virgin. Initial findings show that our recycled product has a significantly lower carbon intensity than propylene glycol derived from fossil fuels. It's another way we're helping create decarbonization solutions for our customers.

2024 HIGHLIGHTS

6.9M

pounds of propylene glycol recycled

6.8M

pounds of aerosol cans recycled

867K

gallons of oil recycled

57K

special waste drums reused



Fleet Lubricant Circularity

In 2024, Republic Services became the first company to join Castrol MoreCircular, an innovative circular economy program to reprocess used truck lubricants.

Through this program, used engine oil from our truck fleet is collected and re-refined to remove impurities and recover 95% of the base oil. The high-quality base oil is then combined with bespoke additives to blend Castrol MoreCircular lubricants, a lower-carbon footprint¹ alternative to virgin base oils. These recycled engine oils and hydraulic fluids are used in our fleet, beginning the circle again.

The Castrol MoreCircular products we use also extend drain intervals, enabling us to operate our fleet for a longer period before replacing lubricants, reducing truck downtime and costs.

¹ These lubricants achieve a lower carbon footprint by using re-refined base oils in place of some or all of the virgin base oils traditionally present in Castrol lubricants, resulting in lower cradle-to-gate production emissions.



ORGANICS

Growing Our Operations

Food and yard waste make up about one-third¹ of the material sent to landfills, but through recycling, this organic waste can be transformed into beneficial compost, mulch or renewable energy. Republic Services is a leading provider of organics recycling, with a growing network of operations in North America. In 2024, we processed more than 2 billion pounds of food and yard waste.

Customers' diversion goals and regulatory mandates are driving increased demand for organics recycling. Diverting food and yard waste from landfills helps reduce greenhouse gas emissions, which is the goal of legislation in a growing number of states.

To meet the increasing need for infrastructure, Republic Services continues to expand our organics operations.

We're developing a large-scale compost facility in San Bernardino County, California, expected to open in mid-2026. An expansion of our Forward Compost Facility in Manteca, California, is also in the works.

2024 HIGHLIGHTS

2.3B
pounds of food & yard waste processed

1.4B
pounds of compost produced



Otay Sustainability Park

In 2024, we opened an organics transfer station at the Otay Sustainability Park in Chula Vista, California, and began an expansion of our Otay Compost Facility. The transfer station includes a commercial food waste processing facility capable of handling 20 tons, or four collection truck loads, per hour. Processing removes contamination, so commercial customers can use plastic bags to collect food scraps and compostables as they divert these materials from the landfill. Once contamination is removed, the food waste is composted on site.

OUR OPERATIONS

13 compost facilities

Recycle yard and food waste into a nutrient-rich soil amendment.

7 commercial food waste processing facilities

Remove packaging and other contaminants to prepare food waste for composting or anaerobic digestion.

4 green waste facilities

Collect and grind yard and other green waste for composting.

1 anaerobic digestion facility

Converts processed food waste into biogas, which powers turbines to generate electricity.



¹<https://www.epa.gov/sustainable-management-food/composting>

Home Run for Sustainability

The San Diego Padres have hit a home run for sustainability with their waste-diversion initiatives at Petco Park. In partnership with Republic Services, the Padres have implemented a groundbreaking two-bin diversion system for the 2025 baseball season.

This streamlined system is made possible by the Padres' commitment to using only recyclable and compostable materials, ensuring that most food-related waste can be recycled into compost. Republic Services has played a critical role in this sustainability journey, working closely with Aramark and Delaware North, the ballpark's food and janitorial vendors, to test and implement compostable products. Organic waste from the ballpark is delivered to our Otay Sustainability Park, where it is processed to remove contamination and turned into compost.

This year, thanks to their diversion efforts, the Padres were honored with the Green Glove Award from Major League Baseball. This recognition highlights the team's commitment to environmental stewardship and their efforts to achieve zero-waste status at their ballpark.



Green waste comes full circle at California winery.

[Read More](#)



LANDFILLS

Innovations in Emissions Control

Republic Services safely manages waste for millions of customers across North America. We challenge every truckload we collect, striving for diversion opportunities, and safely dispose of the rest in our landfills.

Landfills naturally generate biogas as organic materials decompose, but we remain steadfast in our commitment to reducing fugitive emissions. In 2024, we prioritized strategic enhancements to our gas collection systems to better manage emissions.

Gas Collection Systems

As organic waste decomposes in a landfill, it produces biogas — a mix of methane and carbon dioxide — which must be safely captured and controlled. A vast majority of our landfills have comprehensive gas collection and control systems, which consist of an interconnected network of pipes, pumps and wells to extract biogas.

Once biogas is collected, our priority is to send it for beneficial reuse as renewable energy. Where that is not yet feasible, it is flared for safe destruction, significantly reducing its global warming potential. In 2024, we installed five new gas collection systems, bringing our total coverage to 90% of our active landfills.

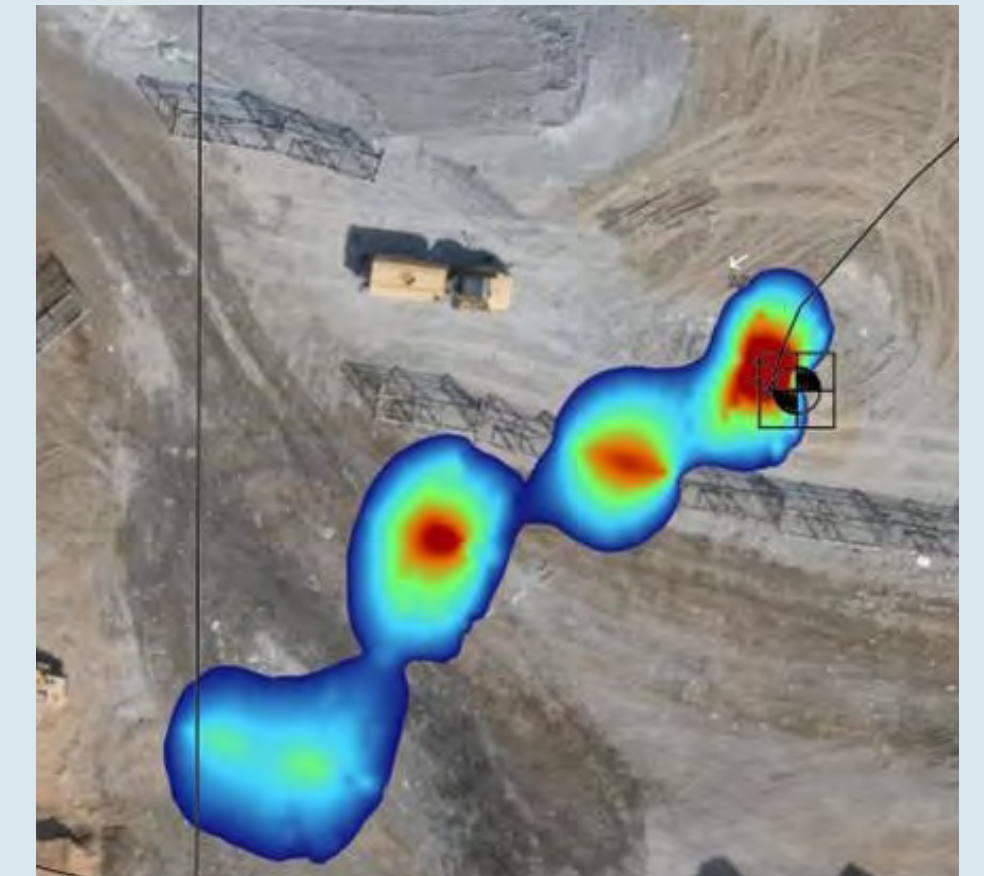
Drone Technology

We expanded the use of drones throughout 2024, identifying several ways this emerging technology may support our gas collection systems. Drones offer a new dimension in our ability to detect, visualize and respond to fugitive emissions, complementing our ground-based efforts.

2024 HIGHLIGHT

90%

active landfills with gas collection systems



Maximizing Collection

We're utilizing drone technology to improve our gas collection efficiency. At one location, drone images identified small amounts of fugitive gas from newly installed wells, giving us the opportunity to make adjustments to collect this gas.

2024 HIGHLIGHT

167

drone flights at 49 landfills

Protecting Biodiversity

Creating a more sustainable world means fostering an environment in which all living things can thrive. Across our operations, Republic Services is striving to protect biodiversity, actively preserving open spaces and critical habitats, and creating opportunities for public access to nature areas.

A landfill is essentially an engineered hill, and our network of landfills includes tens of thousands of acres of open space. At many of our landfills, we're protecting wetlands, preserves and plant or animal habitats, or making land available for public trails, sports fields or farming.

As of 2024, we were preserving nearly 11,000 acres of open land, or nearly 17 square miles — about the size of the cities of Hartford, Connecticut; Allentown, Pennsylvania; or Berkeley, California.

PROTECTED AREAS

73

sites with preserves, easements, trails or sports fields

25

sites with land reserved for farming

25

permitted animal habitats

8

permitted grass, plant or tree habitats

Landfill Liquids Management

When liquids filter through the waste deposited in a landfill, the resulting liquid is known as leachate. At many locations, we clean and treat this liquid on site through wastewater treatment technologies and natural processes. At other sites, we utilize outside wastewater treatment plants. We're often able to return the treated water back to our communities.

Natural Filtration

Through a process called phyto-utilization, we use trees, grasses and other plants to naturally extract liquids and their compounds from a landfill.

Typically, poplar trees and vetiver grasses are planted at a landfill site, and drip irrigation delivers leachate to water the vegetation. Metals and other compounds found in leachate are absorbed by the plants and used as nutrients. These plant species can withstand frequent watering, making them ideal for helping manage landfill leachate.

We have nine active phyto-utilization projects that repurposed more than 1.8 million gallons of leachate in 2024. These trees and grasses also sequester carbon and provide habitat for native species.

PFAS Treatment

PFAS — per- and polyfluoroalkyl substances — are long-lasting man-made chemicals used to make products water-resistant and nonstick. They're found in many everyday items and industrial applications, which are eventually disposed of in landfills, and PFAS from those materials can be absorbed in leachate.

In 2024, our team at Richland Creek Landfill in Georgia installed a reverse osmosis system to treat PFAS in leachate. Richland Creek's system can treat up to 100,000 gallons of leachate per day, and treated water is returned to Gwinnett County's Department of Water Resources.



RENEWABLE ENERGY

Generating Low-Carbon Solutions

Our investments in Sustainability Innovation are helping create decarbonization solutions for our customers through innovations at our landfills.

Across the U.S., we're harnessing landfill gas to produce renewable energy, with a development emphasis on renewable natural gas (RNG) projects. Through our Lightning Renewables joint venture with Archaea Energy, a bp company, we plan to open at least 40 RNG projects over the next few years, and we have additional projects with other partners in the development pipeline.

In 2024, six new RNG plants opened at Republic Services landfills, from the coast of California to the Hoosier State, producing a low-carbon thermal fuel and helping reduce emissions in the communities we serve. These investments brought us even closer to our goal to beneficially reuse 50% more biogas by 2030. Our renewable energy portfolio now encompasses 72 landfill gas-to-energy projects, including RNG, electricity and thermal energy, and six solar projects.

Watch Video



Keller Canyon RNG Project

In October 2024, Republic Services leaders and our energy partners at Ameresco celebrated the opening of an RNG plant at our Keller Canyon Landfill in Pittsburg, California. The plant is the largest of its kind in the state, processing 4,500 standard cubic feet per minute of landfill gas. That's equivalent to avoiding annual carbon emissions by more than 60,000 metric tons, displacing the use of 5.9 million gallons of diesel fuel or taking 14,000 cars off the road each year. Making the plant even more sustainable, it's powered by electricity generated from a second landfill gas-to-energy project on site.

OUR PORTFOLIO

27

RNG projects

37

electricity projects

6

solar projects

8

thermal energy projects

FLEET ELECTRIFICATION

Driving Progress

Republic Services is leading the industry in fleet electrification. With more than 50 electric collection vehicles now operating across North America, we're making measurable progress in reducing fleet emissions — and we're just getting started.

Our business is uniquely suited for electrification, with recycling and waste collection trucks running consistent routes and returning to base nightly for off-peak charging. Combined with our scale and strong municipal and manufacturing partnerships, we're well-positioned to drive lasting impact.

In 2023, we had 16 EVs on the road. As of the end of 2024, we had more than 50 electric collection trucks, including our first 100% zero-emissions EV fleet in Colorado. And in 2025, Republic Services became the first company in North America to

deploy the McNeilus Volterra ZFL™, the first fully integrated electric front-load collection truck to service commercial customers.

As one of the largest operators of vocational trucks, we're also looking ahead and planning continued investments to expand our industry-leading EV fleet.

[Our EV Fleet](#)


2024 HIGHLIGHTS

24

EV charging sites

50+

EV collection trucks

Louisville, Colorado, Goes Electric

Republic Services and the City of Louisville, Colorado, made history in 2024 with the launch of the first fully electric residential recycling and waste collection fleet in the U.S. Through our partnership, the city is serviced by a fleet of McNeilus Volterra EVs — delivering quiet, zero-emissions service to residents.

Next up: San Pablo, California, where another fully electric fleet will hit the streets in mid-2025



Charging Ahead

Our commitment to electrification goes beyond vehicles. We're also building the infrastructure to support them. At the end of 2024, Republic Services was operating 24 EV charging sites across the U.S., with more in development to meet the needs of our growing fleet.

Climate Benefits of Our Services

In addition to the steps we're taking to reduce emissions across our operations, we also avoid or remove greenhouse gas (GHG) emissions through the services we provide to customers.

Climate benefits come from:

- The recycling and reuse of materials (avoided emissions)
- Beneficially reusing landfill gas to produce renewable energy (avoided emissions)
- Permanently storing, or sequestering, carbon-rich materials in landfills (removed emissions)

Carbon sequestration in landfills is an established concept, recognized by the U.S. EPA. Avoided and removed emissions are calculated using different factors and represent different time frames. Fugitive methane from landfills is quantified using a first order decay model, meaning that the emissions we report in 2024 are the result of many years' worth of waste anaerobically decomposing. Avoided emissions from recycling are calculated using the U.S. EPA Waste Reduction Model. Carbon sequestration in landfills is also calculated using the EPA WARM. Avoided and removed emissions are measured independently from our GHG inventory, which follows the GHG Protocol.



Our Sustainability Solutions team works with customers to help advance their sustainability initiatives by assessing their waste stream, developing a road map and implementing circular practices.

Contact Us



2024 EMISSIONS
REMOVED & AVOIDED

28.3M

carbon
sequestration

9.9M

recycling and
organics diversion

3.5M

renewable energy
production

Metric tons of CO₂ Equivalent



The Circularity Index

Each year, more than 300 million tons of waste is generated in the United States, and about 60% of it is disposed of or landfilled. At Republic Services, we challenge every truckload we collect with the aim of helping our customers divert materials for reuse in the circular economy.

In response to business customer requests for industry benchmarks on diversion, Republic Services collaborated with The Harris Poll to survey 1,200 sustainability leaders across 10 key U.S. industries, evaluating their organizations on 21 aspects of circularity.

This research culminated in the development of the Republic Services Circularity Index, launched in 2024. This innovative tool enables companies to:

- Assess and benchmark their current initiatives against industry peers
- Follow a tailored roadmap to set goals and enhance operational circularity
- Evaluate their circularity Commitment, Execution and Recovery performance

The Circularity Index serves as an effective resource to help companies gauge their circularity progress and identify strategies to accelerate their efforts.

Take the Assessment



Communities

Through outreach, involvement and investments, we're supporting people and building strong partnerships in the communities where we live and work.

Investing in Our Communities

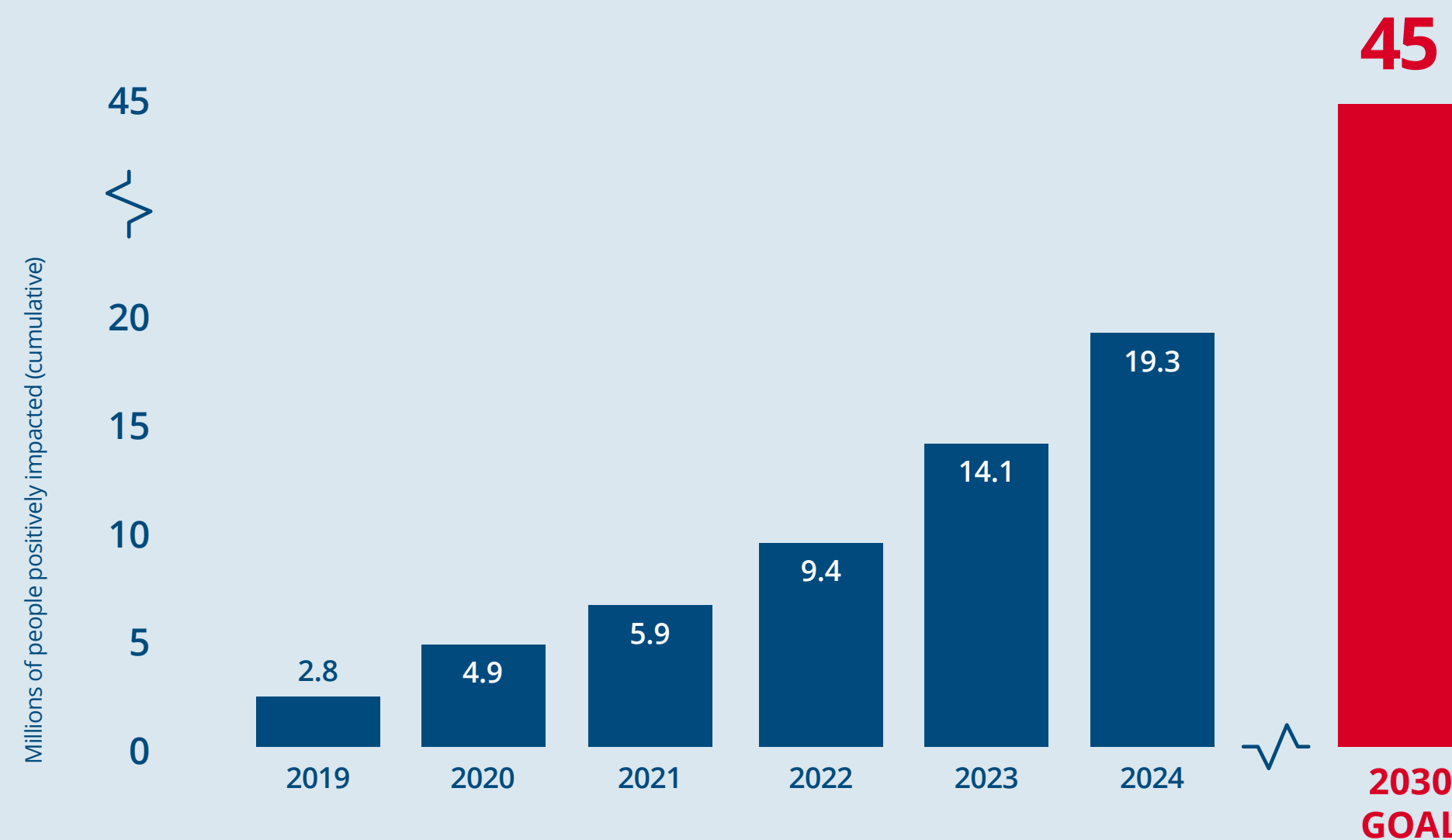
With more than 13 million customers across North America, we're committed to giving back not only through the essential services we provide, but through meaningful investments of time, funding and services.

In 2022, we updated our 2030 Community Investment goal: to create sustainable neighborhoods through strong community partnerships for 45 million people. Progress toward this goal is driven by the Republic Services Charitable Foundation, a private corporate foundation funded solely by Republic Services, and by Community Grants awarded through our local business units.

Goal: Community Investment

Create sustainable neighborhoods through strong community partnerships for **45 million** people.

Our Cumulative Impact



2024 HIGHLIGHTS

5.1M

people positively impacted

925

community investments granted

597

communities benefited

National Neighborhood Promise

National Neighborhood Promise (NNP) is the signature community investment program of the Republic Services Charitable Foundation. Since 2017, this program has supported neighborhood revitalization and sustainability projects in the communities we serve through grants, in-kind donations and volunteerism.

[Watch Video](#)


2024 NNP PROJECTS

St. Vincent de Paul

📍 Phoenix, Arizona

Purchase commercial ovens and a forklift to assist with kitchen renovations and allow continued meal service for people in need.

UMOM New Day Centers, Inc.

📍 Phoenix, Arizona

Build three computer labs across shelter and youth centers to provide access to educational and job application resources.

Rebuilding Together Sacramento

📍 Sacramento, California

Construct a farm stand, education space and shaded volunteer area at the Orangevale-Fair Oaks Food Bank and Farm.

Barrow County Community Foundation

📍 Winder, Georgia

Transform a community space into a 7.5-acre ADA-compliant park with walking paths and green space.

Rebuilding Together Metro Chicago

📍 Chicago, Illinois

Improve the Habilitative Services, Inc. headquarters with expanded office, training and housing space for adults with developmental disabilities.

Goodwill Foundation of Central & Southern Indiana

📍 Indianapolis, Indiana

Complete a playground for the Excel Center's Young Learners Child Care, which provides free on-site care for children of high school students.

Rebuilding Together New Orleans

📍 New Orleans, Louisiana

Upgrade the New Orleans Women & Children's Shelter through the "She Builds" initiative, adding a playground and new meeting space.

A Wider Circle

📍 Silver Spring, Maryland

Expand capacity to receive and redistribute donated furniture to families in need.

College Career & Beyond Midnight Golf Program

📍 Detroit, Michigan

Create the Republic Services Collaboration Lab to support youth development through career and life skills training.

Junior Achievement of Southern Nevada

📍 Las Vegas, Nevada

Develop the Republic Services storefront at JA Finance Park, where students learn personal finance and career skills.

Rebuilding Together of Greater Charlotte

📍 Concord, North Carolina

Enhance the Clearwater Arts Center with new seating, a stage, murals, garden features and covered bus stops.

Dallas Area Habitat for Humanity

📍 Dallas, Texas

Support park restoration, five critical home repairs and "Heritage Build Days" where volunteers construct home components.

Houston Habitat for Humanity

📍 Houston, Texas

Complete a central green space and fitness trail with exercise stations in Robins Landing, a new mixed-income community developed by Habitat.

Capital Trees

📍 Richmond, Virginia

Transform nearly two acres at Hotchkiss Field into a community park with trails, gardens, seating and native plantings.

Food Lifeline

📍 Seattle, Washington

Fund a food distribution vehicle to expand the Mobile Market Program, bringing fresh food to underserved communities.

Local Impact in Action

Our Community Grant Program supports local nonprofit organizations focused on neighborhood revitalization, safety, disaster relief and social services. These grants enable our teams to make a meaningful difference in the communities they serve every day.

📍 Missoula, Montana

Through our support of the Gallatin Watershed Council and Brovold Community Orchard, we're helping to protect local waterways and expand access to fresh fruit for rural communities. Our contributions assist with seasonal river cleanups and the growth of a public orchard serving families across a 50-mile radius.

📍 San Jose, California

We partner with the Boys & Girls Clubs and Child Advocates of Silicon Valley to support youth across the community. In addition to sponsoring leadership programs, summer enrichment and essential resources for foster children, our employees regularly volunteer at events, gift drives and hands-on service projects.



📍 Detroit, Michigan

We proudly support Mimi's Mission and its Hero Walk for Autism, helping bring the community together through donations of superhero capes and financial contributions to celebrate and empower local families.

Employee Relief Fund

The Republic Services Employee Relief Fund provides emergency financial assistance to employees facing hardships caused by severe weather, natural disasters or house fires. The fund also provides condolence support to loved ones in their time of need. Funded by employee contributions through our Employee Giving Program, it reflects our shared commitment to taking care of one another.

In 2024, the Employee Relief Fund supported 2,400 Republic Services employees — ten times the typical annual average — many of whom were impacted by devastating storms, including Hurricanes Beryl, Francine, Helene and Milton. In the wake of these storms, many employees lost access to basic necessities. Local teams and the Employee Relief Fund responded quickly, delivering meals, emergency fuel, gift cards and essential supplies to 2,200 employees and their families.

During our Season of Giving, employees rallied to raise more than \$300,000 for hurricane relief efforts. Republic Services matched this contribution, bringing the total aid to over \$600,000.

2024 HIGHLIGHTS

2.4K

employees supported

\$300K+

raised for hurricane relief efforts by employees





Sustainability Yearbook

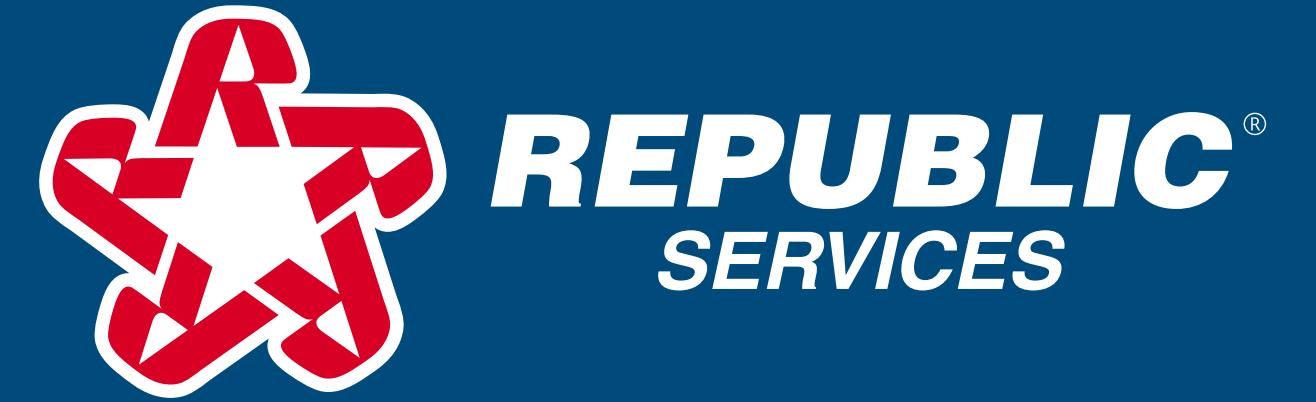
Member 2025

S&P Global

Member of

**Dow Jones
Sustainability Indices**

Powered by the S&P Global CSA



Learn more about our sustainability work through our GRI, SASB, TCFD and other reports at RepublicServices.com/Sustainability/Reporting

For information on how Republic Services can help you achieve your sustainability goals, reach out to SustainabilitySolutions@RepublicServices.com

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Sustainability in Action™



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About this Report

In this document, Republic Services has reported in accordance with the TCFD recommendations for the period January 1, 2024 through December 31, 2024. In many cases we provide disclosures and context that go beyond TCFD recommendations to share additional insights into our sustainability performance. We invite readers to be in touch with us at Sustainability@RepublicServices.com and to explore our full suite of sustainability reporting, aligned with CDP, SASB, GRI, and other standards, available at RepublicServices.com/Sustainability/Reporting.

Unless otherwise stated, all references in this 2024 TCFD Report to “Republic,” “the company,” “we,” “us” and “our” refer to Republic Services, Inc., and its consolidated subsidiaries. Where data is available, coverage of our publicly available economic, governance, environmental and social indicators is consolidated for all our business operations, 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 (“2024 10-K” or “10-K”) for the year ended December 31, 2024, 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.

Executive Summary

At Republic Services, our vision is to partner with customers to create a more sustainable world through industry-leading commitments to transform circularity and advance decarbonization solutions. As we operate in an ever-changing world, we seek to bring value to our diverse stakeholders through consistent and transparent reporting. We invite you to explore our fifth disclosure aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

We take seriously the climate-related risks and opportunities facing our company and society and we recognize the importance of sharing this with our investors, customers, employees and all parties invested in the future of our organization. Throughout this report, we follow the principles of double materiality in a continued effort to evaluate those risks and opportunities to our organization and the impacts of our operations on the environment. We demonstrate continued progress toward our Climate Leadership goals, annually reported in our Sustainability Report, which allows us to support our customers' goals by driving down our contribution to climate change. Progress is made possible through our investments in innovative solutions to landfill gas management, fleet electrification and material circularity.

Through our analysis of physical and transition risks, we have made our enterprise risk management function more robust. By applying consensus carbon tax projections (see [Exhibit S5](#)), we can consider emissions reductions as a cost-avoidance measure. Our physical risk scenario analysis (see [Analysis](#)) found meaningful increases in both climate risks and opportunities that we can incorporate into our planning for employee safety, facility maintenance and other operational considerations. In addition to informing our business and investment processes, our analysis supports our readiness for the introduction of climate-related disclosures to regulatory reporting.

Visit RepublicServices.com/Sustainability/Reporting to explore our suite of current and historical reporting.

“It’s imperative for us to reduce emissions and achieve greater circularity with the materials we handle for our customers to help preserve the environment now and for future generations.”

Jon Vander Ark, President and Chief Executive Officer



**CLIMATE
LEADERSHIP**

Science Based Target
35%

Reduce absolute Scope 1 and 2 greenhouse gas emissions 35% by 2030 (2017 baseline year)

Approved by SBTi

Interim target:
10% reduction by 2025

Circular Economy
40%

Increase recovery and circularity of key materials by 40% on a combined basis by 2030 (2017 baseline year)

Renewable Energy
50%

Increase beneficial reuse of biogas by 50% by 2030 (2017 baseline year)

Key Points

Governance: Disclose the organization’s governance around climate-related risks and opportunities.

Our board of directors (“board”) receives quarterly updates from the Sustainability & Corporate Responsibility Committee of the board (the “Sustainability Committee”). The board, both through the Sustainability Committee and directly, oversees the enterprise risk management (ERM) program and sustainability programs with respect to business resiliency, strategy and long-term value creation. This includes overseeing the company’s management of climate-related risks and opportunities.

The ERM Council provides governance over the ERM program by overseeing program effectiveness and monitoring key enterprise risks and opportunities, including those related to climate change, and their associated mitigation plans. The ERM Council includes select executives and was established to support the strategic plan and objectives of the company.

Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.

We identify several climate-related risks and opportunities in this report, with a deeper assessment of the following risks and opportunities:

- Transition, Policy & Legal: Price on carbon
- Physical, Chronic: Temperature change
- Physical, Chronic: Precipitation change
- Opportunity: Products & Services: Recycling and organics
- Opportunity: Products & Services: Low-carbon fleet
- Opportunity: Products & Services: Community cleanup

These risks and opportunities have the potential to impact business decisions like resource and capital allocation. They also shape the company’s strategy, influencing our market position, operating model and people and talent agenda.

To assess the resiliency of our business to risks, Republic analyzed both physical and transition risks across multiple scenarios and time horizons. We modeled the risk of carbon pricing over short-term and medium- to long-term time horizons. Chronic and acute physical risks were assessed across four future climate scenarios over a long-term time horizon.

Risk-Management: Disclose how the organization identifies, assesses and manages climate-related risks.

Climate-related risks are identified via business processes, such as interactions with our network of stakeholders, business unit operating reviews, megatrend strategy sessions, and climate-specific analyses including a physical risk assessment. These findings are then integrated into the ERM process for assessment and prioritization.

Our ERM team populates an ERM matrix with risks and opportunities from a variety of business impacts, including climate-related impacts. Climate-related risks and opportunities are assessed by the ERM team alongside other enterprise risks based on their impact on the strategy and organization. Once assessed, the ERM team determines the appropriate management approach, and a functional leader/owner is assigned. The functional leader is then responsible for reporting on progress for the established mitigation plan.

Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

The transition risks highlighted in this report are assessed using our greenhouse gas (GHG) emissions. Metrics used for assessing physical climate-related risks in this report include impact on employee safety, brand and reputation, and labor effectiveness. Opportunities are generally assessed using a traditional internal rate of return model.

We report our 2024 Scope 1–3 GHG emissions in [Exhibit M2](#) and more extensively in [GRI 305](#). Each year we report progress toward our sustainability goals in our [Sustainability Report](#) and our full suite of related reporting may be found at RepublicServices.com/Sustainability/Reporting.

Governance

Disclose the organization's governance around climate-related risks and opportunities.

A) Board's oversight of climate-related risks and opportunities.

Our board is directly involved in the oversight of Republic's sustainability program, including climate-related risks and opportunities, and conducts a comprehensive review of the company's sustainability performance on an annual basis. We believe the board's role is to ensure that:

- 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 reflects the strategy, for example, allocations to advancing the measurement and reduction 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 goals within our Climate Leadership element.

The Sustainability & Corporate Responsibility Committee of the board was created in 2015 due to the depth of our initiatives, the unique nature of our climate-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 on topics such as:

- The role of sustainability in our enterprise strategy and progress toward our sustainability goals, including;
 - Our Climate Leadership goals to reduce greenhouse gas emissions
 - Low-carbon services in the form of renewable energy
 - Circularity of key materials
- Management of and progress on social topics, including those that impact the company's ability to meet goals related to climate change
 - E.g., recycling education, which promotes the success of recycling

The board oversees our ERM program and receives updates from management on the results of the program, which includes assessment, prioritization and management of risks and opportunities, including those related to climate issues.

Exhibit G1: Sustainability risk governance & management structure

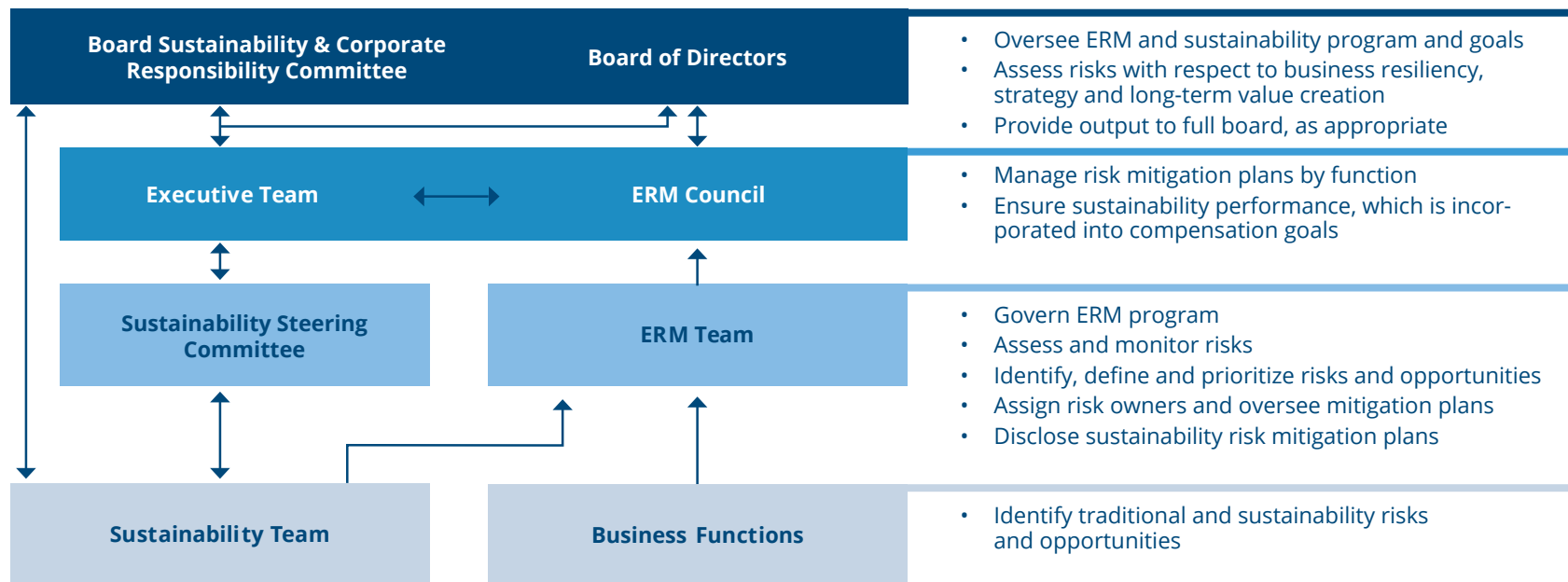


Exhibit G2: Board Oversight

Group	Overview
Board of Directors	The board is actively involved in risk oversight, receiving regular reports from the Sustainability & Corporate Responsibility committee as well as other board committees and management on matters pertaining to risk oversight. The board approves the annual budget, which includes funding for the company’s sustainability agenda and climate-related activities.
Sustainability & Corporate Responsibility Committee	The committee fulfills certain aspects of the board’s oversight responsibility and advises company management with respect to significant issues, strategic goals, objectives, policies and practices regarding Republic’s sustainability risks and opportunities, including those related to climate change.

B) Management’s role in assessing and managing climate-related risks and opportunities.

The ERM Council provides governance over the ERM program, overseeing program effectiveness and monitoring key enterprise risks and the associated mitigation plans. The ERM Council is comprised of members of our executive leadership team, including the Chief Legal Officer, Chief Operating Officer, Chief Development Officer, Chief Financial Officer, Chief Marketing Officer and Chief Human Resources Officer. The council was established to support the strategic plan and objectives of the company through the governance and oversight of enterprise risks and opportunities, including those related to climate.

The ERM team consists of key business leaders representing multiple functions including engineering, environmental compliance, finance support, operations support and so on. These functional representatives provide risks and opportunities that are then aggregated, assessed and prioritized based on their impact on the organization and its strategy. Outcomes of the ERM process, as described in the [Risk Management](#) section of this report and depicted in [Exhibit G1](#), are provided to the executive team. This process informs strategy development and ensures the resilience of our strategy, contributing to long-term value creation aligned with business objectives.

Exhibit G3: Management Oversight

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.

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.

A) Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.

Below is a sample of risks and opportunities we've identified via the rigorous processes described in [Risk Management](#). Republic examined these risks and opportunities across short- (0-5 years), medium- (5-10 years) and long-term (10-40+ years) horizons. More information on our various risks and opportunities can be found in our [2024 10-K](#) and our [FY2024 CDP Response](#).

Risks

- **Physical, Acute: Storms, hurricanes, wildfires, floods** (short-term, see further discussion in [Strategy](#) and [10-K](#) page 23)
- **Physical, Chronic: Temperature increase, precipitation change**, sea level rise, chronic heat waves (long-term, see further discussion in [Strategy](#) and [10-K](#) page 23)
- Transition, Market: Reduced revenue from landfill diversion (long-term, see [10-K](#) page 22)
- Transition, Policy & Legal: Permitting landfill expansion (short-term, see page 23 of [10-K](#))
- **Transition, Policy & Legal: Price on carbon** (medium to long-term, see further discussion in [Strategy](#) and [10-K](#) pages 25 – 26)
- Transition, Reputation: Inability to achieve sustainability goals (medium-term, see [10-K](#) page 25)
- Transition, Technology: Costs associated with emerging recycling technologies (medium-term, see [10-K](#) page 29)

Opportunities

- Energy Source: Landfill gas to energy (short-term, see more below)
- Energy Source: On-site solar (short-term)
- Markets: Environmental solutions (short-term)
- Markets: Mechanical recycling (short- to medium-term)
- **Products & Services: Disaster cleanup** (short-term, see more throughout [Strategy](#))
- **Products & Services: Low-carbon fleet** (short- to medium-term, see more throughout [Strategy](#))
- **Products & Services: Recycling and organics** (short-term, see more throughout [Strategy](#))
- **Resilience: Fleet electrification** (medium-term)
- Resource Efficiency: On-site treatment of leachate through bioremediation (short- to medium-term)

Transition Risk: Policy and Legal: Price on Carbon

Policy and legal risks stemming from pricing of GHG emissions (aka carbon tax) have the potential to be financially significant to our business and the potential to be enacted in more states within the U.S. Most of our emissions come from our customers' waste decomposing in our landfills and from the tailpipes of our fleet. Many of our customers, including municipalities, are concerned about greenhouse gas emissions, especially those from heavy-duty truck fleets, and some have responded with regulations and/or ordinances. Republic demonstrated our commitment to reducing GHG emissions and limiting future impacts of climate change by setting a science-based target. In addition, we have heavily invested in landfill gas-to-energy systems, with more than 124 projects active or expected in the coming years, and by pursuing a low carbon fleet by using renewable natural gas (RNG), using renewable diesel, and working toward our ambition to electrify our fleet. [Exhibit S1](#) describes the risk's impact and our associated goal.

Exhibit S1: Overview of Transition Risk: Price on Carbon

Risk Type	Risk	Potential Financial Impact	Impact			Mitigation Strategy
			Time Horizon			
			0 – 5 yrs	5 – 10 yrs	10 – 40+ yrs	
Transition: Policy and Legal	Landfill Emissions	Increased operating costs due to increased pricing of GHG emissions (carbon tax)	Low	Medium	Medium	Science Based Target initiative (SBTi)-approved goal to reduce landfill emissions by 35% from 2017 to 2030 by: <ul style="list-style-type: none"> • Maximizing biogas collection, including use of innovative cover systems (Renewable Energy Goal) • Improving landfill diversion via recycling, in particular organic material (Circular Economy Goal) • Enhanced management of landfill gas through emerging real-time measurement technologies and active monitoring
	Fleet Fuel Emissions	Increased operating costs due to increased pricing of GHG emissions (carbon tax)	Low	High	Medium	SBTi-approved goal to reduce fleet fuel emissions by 35% from 2017 to 2030 by using: <ul style="list-style-type: none"> • Electric vehicles • Renewable natural gas • Renewable diesel

Physical Risks

We analyzed both chronic and acute climate hazards over varying timespans, applying the latest climate-related models as we continue developing our understanding of exposure to physical climate risks. This analysis allows the company to identify locations needing additional investment in adaptation and mitigation strategies and resources to support climate change resiliency.

To evaluate the potential implications of future climate change on our business, we modeled climate hazards under two Intergovernmental Panel on Climate Change (IPCC) scenarios, see [Analysis](#). The impacts of these risks, and associated metrics, are described below, in [Exhibit S2](#).

Exhibit S2: Overview of Physical Risks: Chronic and Acute

Risk Type	Risk	Potential Financial Impact	Impact	Associated Metric
			Time Horizon	
Physical Risks: Chronic	Extreme Temperatures, Water Stress	Business interruption (employees unable to work during extreme temperature conditions), impact on productivity (cost per pickup), investment needed to provide additional training and safety measures	10+ years	Risks: <ul style="list-style-type: none"> Number of heat-related incidents or injuries Number of hours of training on “101 Days of Summer” safety program Increased environmental regulations/taxes around leachate from landfills Cost of water for dust mitigation Opportunities: <ul style="list-style-type: none"> Leverage existing trainings to build on employee safety education (enhancing resilience to heat stress and other health conditions)
Physical Risks: Acute Events	Flooding, Wildfire, Cyclone	Business interruption (inability to access service routes), damage to open-air facilities, investments needed to build resilience	10+ years	Risks: <ul style="list-style-type: none"> Fleet and building damage Building repair cost per square foot Opportunities: <ul style="list-style-type: none"> Additional revenue and service opportunities from disaster cleanup

Opportunities: Products and Services & Energy Source

To adapt to the transition to a low-carbon economy, our customers will need to embrace and develop innovative solutions to address emerging issues and rising challenges, particularly those related to recycling and waste. Due to the nature of Republic's business, there is a unique opportunity for Republic to expand and develop products and services to support this transition through our low-carbon fleet, recycling and organics service, and community cleanup. See [Exhibit S3](#) for more details about these opportunities.

Exhibit S3: Overview of Opportunities

Opportunity Type	Opportunity	Potential Financial Impact	Impact			Associated Metric
			Time Horizon			
			0 – 5 yrs	5 – 10 yrs	10 – 40+ yrs	
Products and Services & Energy Source	Low-carbon Fleet	Increased revenue serving customers that value a low emissions offering, reduced operating costs through lower total vehicle cost of ownership	Low	Medium	High	<ul style="list-style-type: none"> • GHG goal: impacted by GHG emissions from fleet • Percent of fleet using renewable fuels • Vehicle total cost of ownership • Revenue
Products and Services	Recycling & Organics Service	Increased revenue serving customers that value recycling and organics as a low emissions offering and enhanced material efficiency	High	High	High	<ul style="list-style-type: none"> • Circular Economy goal: tons of key materials recovered • Revenue from recycling and organics collection • Revenue from recycling and organics processing • Revenue from tons sold
Products and Services	Community Cleanup	Increased revenue serving customers and communities that need climate-related cleanup services	Medium	High	High	<ul style="list-style-type: none"> • Temporary industrial collection revenue • Associated disposal revenue

B) Impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning

Exhibit S4: Overview of Impact

Risk/Opportunity	Potential Impact On:		
	Businesses	Company Strategy	Financial Planning
RISKS			
Transition: Policy and Legal			
Price on Carbon: Fleet Fuel Emissions	<p>With more than 17,000 collection vehicles, potential for increased operating costs due to increased pricing of GHG emissions (carbon tax)</p> <p>See Metrics & Targets for 2024 fleet emissions</p>	<p>The potential for a price on fleet emissions has impacted our strategy by shifting our focus to electric fleet technology. This is a critical step toward reducing our environmental impact through lower fleet emissions, and we believe it will also improve our total cost of ownership while providing a competitive advantage in certain communities, see more on our Operating Model on page 5 of our 10-K</p> <p>Associated Sustainability Goal: Science Based Target (GHG Reduction)</p>	<ul style="list-style-type: none"> • Capital planning for replacement vehicles and fueling infrastructure • Partnering with manufacturers of electric vehicle technology • Use of renewable fuel credits • Partnering with utilities to develop infrastructure
Price on Carbon: Landfill Emissions	<p>With 208 active landfills, potential for increased operating costs due to increased pricing of GHG emissions (carbon tax)</p> <p>See Metrics & Targets for 2024 landfill emissions</p>	<p>The potential for a price on landfill emissions has impacted our strategy in several ways, namely, to reduce fugitive emissions by maximizing the amount of biogas captured and, in many cases, beneficially reused. We are rapidly expanding our landfill gas-to-energy projects through strategic partnerships, see more on page 14 of our 10-K</p> <p>Associated Sustainability Goal: Science Based Target (GHG Reduction) and Renewable Energy</p>	<ul style="list-style-type: none"> • Capital planning to ensure appropriate biogas collection and conversion systems (or partnerships) are in place • Operating expenses to fund daily, intermediate and final cover

Exhibit S4: Overview of Impact (Continued)

Risk/Opportunity	Potential Impact On:		
	Businesses	Company Strategy	Financial Planning
RISKS			
Physical: Chronic and Acute Events			
Extreme Temperatures	The vast majority of Republic's workforce spends their days in and out of trucks, heavy-equipment or open-air facilities, providing essential services to our communities. Employees with outdoor exposure are among the most vulnerable to extreme temperatures. Extreme temperatures are potentially impactful to their health, safety and productivity	Rising temperatures may impede our ability to service our customers and attract and retain talent. Such outcomes impact our ability to grow, operate safely and keep our employees engaged, touching all three of our foundational elements; Market Position, Operating Model and People and Talent Agenda, see more on page 2 of our 10-K Associated Sustainability Goal: <i>Engaged Workforce and all our Climate Leadership goals, which are designed to combat climate change</i>	Capturing the potential financial impact of increased temperatures on operations includes financial analysis of the following categories: <ul style="list-style-type: none"> • Labor efficiency (cost of labor per service unit) against significant temperature increase • Safety metrics (TRIR, Safety Frequency) against significant temperature changes • Efficiency of route completion against significant temperature changes • Number of days requiring alternative working hours/additional breaks • Daily number heat-/cold-related health incidents
Flooding, Drought and Water Stress	<ul style="list-style-type: none"> • Increased leachate at landfills • Infrastructure damage • Inability to access customers • Damage to our facilities, especially those near coasts or rivers • Damage to commodities to be sold, e.g., recycling material and compost 	Damage to our facilities and delays in servicing customers impact our ability to grow and operate safely. Both are key aspects of our Market Position and Operating Model foundational elements, see more on page 2 of our 10-K Associated Sustainability Goal: <i>All our Climate Leadership goals are designed to combat climate change</i>	Capturing the potential financial impact of flooding, drought and water stress includes analysis of the following categories: <ul style="list-style-type: none"> • Capital required for additional leachate pre-treatment and/or third-party processing • Capital required for additional leachate • Capital required to upgrade stormwater infrastructure to ensure regulatory compliance • Impacts from possible fines or violations if current infrastructure proves incapable of handling flooding • Operational budget for additional sorting and separation of damaged recycling commodities, e.g., wet fibers • Compost facilities susceptibility to run-off during flooding events • Business interruption assessment; as an essential service, interruptions are generally short-term delays, however assessment includes population migration due to climate change • Damage costs incurred by facilities from increased precipitation events • Duration of impact to service routes

Exhibit S4: Overview of Impact (Continued)

Risk/Opportunity	Potential Impact On:		
	Businesses	Company Strategy	Financial Planning
RISKS			
Physical: Chronic and Acute Events			
Wildfires and Cyclone	<ul style="list-style-type: none"> • Infrastructure damage • Inability to access customers • Fleet and facility damage • Damage to commodities to be sold, e.g., recycling material and compost 	<p>Damage to our facilities and delays in servicing customers impact our ability to grow and operate safely. Both are key aspects of our Market Position and Operating Model foundational elements, see more on page 2 of our 10-K</p> <p>Associated Sustainability Goal: <i>All of our Climate Leadership goals are designed to combat climate change</i></p>	<p>Capturing the potential financial impact of flooding, drought and water stress includes analysis of the following categories:</p> <ul style="list-style-type: none"> • Potential lost revenue during down-time caused by inaccessible roadway infrastructure • Operational budget changes due to required reconstruction • Changes in insurance premiums and associated liabilities

Exhibit S4: Overview of Impact (Continued)

Risk/Opportunity	Potential Impact On:		
	Businesses	Company Strategy	Financial Planning
OPPORTUNITIES			
Products and Services & Energy Source			
Low-Carbon Fleet	With more than 17,000 collection vehicles, and customer/municipal interest in low-carbon solutions, especially related to fleet emissions, renewable fuel vehicles have impacted our business operationally, financially and reputationally	See “Price on Carbon: Fleet Fuel Emissions” in this exhibit, above. Associated Sustainability Goal: <i>Science Based Target (GHG Reduction)</i>	<ul style="list-style-type: none"> • See “Price on Carbon: Fleet Fuel Emissions” in this exhibit, above • Consideration for mandates for low-carbon fleet in municipal contracts/RFPs
Recycling & Organics Service	With longstanding customer/municipal diversion goals, newer organics diversion laws (e.g., SB1383), and expansion of state Extended Producer Responsibility laws, recycling growth is core to our business strategy	Expansion of recycling (and organics) capabilities is part of our Market Position, see page 2 of our 10-K . We expect that demand to grow over the long term and we continue to look for further opportunities to help our customers achieve their sustainability goals related to sound waste practices Associated Sustainability Goal: <i>Circular Economy</i>	<ul style="list-style-type: none"> • Capital planning for investment in recycling and organics processing infrastructure • Developing the business case, including revenue projections, for entering new markets • Considerations for recycling-related policies (e.g., phasing requirement, fines for non-compliance)
Community Cleanup	Given our national presence, capacity and ability to deploy resources quickly, our customers have increasingly come to us for post-disaster event cleanup services. Thus, we have created a deployment team called “SOS” to assemble quickly and deploy labor and assets to collect and cleanup debris after climate-related disasters	This opportunity aligns with the volume growth and public-private partnership aspects of our Market Position fundamental elements, see page 2 of our 10-K Associated Sustainability Goal: <i>Community Investment</i>	<ul style="list-style-type: none"> • Asset planning to assure assets (e.g., industrial boxes and trucks) are available when needed and processes to transport are in place • Labor capacity planning to assure employees are available and processes to transport are in place

Business Implications & Mitigation Plans

As Republic identifies and assesses climate-related risks and opportunities across future scenarios, the implications of any changes are important for the company to fully understand, so that it can effectively manage them. If we can effectively adapt to changes and mitigate the impacts, there are key opportunities for our business.

Extreme Temperatures

The occupational risks of temperature stress may include restricted physical functions and capabilities, work capacity and productivity. Extreme temperatures are widely cited in literature as a primary driver of employee productivity loss. To understand potential future impacts of increasing heat, Republic examined the impacts of historical heat waves such as the 2020 Pacific Northwest heat wave and did not find a noticeable correlation between heat and productivity loss or employee turnover. However, Republic understands that the past exposure may not be indicative of future impacts. Compounding implications may arise from an overall increase in baseline temperatures. To quantify the potential impacts of extreme temperatures on our operations, Republic can use published studies to assume a percent decrease in productivity based on regional-specificity and scenario analysis data. Based on those assumptions, Republic's internal teams can analyze a labor effectiveness value (cost of labor per unit of service) and the corresponding total potential enterprise-wide financial impact for specific productivity declines. In addition to labor effectiveness and productivity, Republic values and publicly reports our employee engagement score as well as various safety metrics. Employee engagement is an indication of the health and satisfaction of our workforce and is a potential risk with extreme temperatures. These metrics allows us to better understand our risk exposure and to adjust our programs should we see a corresponding decline in employee engagement scores, or an increase in safety incidents.

To address and mitigate the potential implications of extreme temperatures on our employees, Republic implemented a Summer Safety Plan including our annual "101 Days of Summer" program, which aims to educate and set actions and expectations to ensure a safe and successful summer season. This includes protocols for ensuring truck A/Cs are properly functioning months prior to the season, employees are adequately hydrated and cooling PPE products are provided to our outdoor workforce. More about our program can be found in the [Risk Management B\) Mitigation Activities](#).

A secondary impact on our operations from rising mean temperatures is increased building cooling costs. As temperatures change, the energy impact of maintaining an appropriate indoor temperature will rise, impacting the prices and reliability of power to facilities. Republic relies on the ability to heat and cool our facilities as we often operate in conditions exposed to the elements. To quantify this implication, historical energy data is used to identify any correlations between peak pricing and extreme temperatures or heat waves. From this, we determine what percentage of energy per facility goes toward temperature control. To forecast these implications on future years, we can use energy cost and demand projections published by the International Energy Agency (IEA) and apply those to our assets.

Flooding, Drought and Water Stress

Changes in precipitation including increased flooding, drought or water stress have the potential to drive significant changes in landfill leachate generation. Leachate can be costly to manage properly because of the level of treatment required before it can be discharged back into a water system. Some wastewater treatment plants require pretreatment or are increasing their rates for incoming leachate. In addition to leachate at landfills, a significant increase in precipitation could generate an increase in cost to stormwater management protocol. This could be in the form of upsizing existing infrastructure, increased costs related to permitting, or liabilities from unmanaged stormwater due to large storm events. For these reasons, identifying facilities that may need additional resiliency measures to mitigate this exposure is a priority for Republic. Republic consistently tracks the correlation between precipitation and leachate, and the related implications on our operations. From this data, Republic can tie changes in precipitation and resulting leachate to the current cost to treat each gallon of leachate, enabling the company to quantify the expected implications on our operations.

An additional driver of business implications from flooding is attributed to a delay in service, either through damage to buildings or transportation infrastructure. Due to the nature of Republic's long-standing customer relationships and extended contracts, this is not likely to result in loss of business, but it may cause a delay in revenue as services would continue once operations resume.

Wildfires and Cyclone

Extreme weather events can lead to service quality concerns caused by landslides, road closures and power outages that disrupt service delivery and pose safety risks to employees. Impacts may include damage to fleet, facilities and other equipment, increased operational costs due to rerouting and emergency response and longer-term financial pressures such as higher insurance premiums. These weather events may also lead to the need for increased capital spend to ensure facilities are prepared for extreme weather events.

To address these risks, the company incorporates climate-related risks into our ERM process and business continuity planning. This allows us to assess which sites have the highest risk factors and prioritize appropriate mitigation efforts. We also partner with local authorities to support coordinated wildfire management and debris cleanup efforts and work to integrate climate exposure into long-term facility siting and infrastructure planning.

Opportunities

If more climate hazards bring additional storm damage through extreme weather events, Republic is well positioned to manage the increased flow of cleanup activities. Being a reliable cleanup source is a key part of our business strategy. Our success supporting communities through various crises proves that we are a dependable and trusted solution for the communities we serve, often being the first service providers to enter heavily damaged areas.

C) Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Through scenario analysis, we gathered the quantitative information necessary to assess the adaptive capacity of our most impacted facilities and functions to climate risks and further invest in strategic initiatives to enhance resilience within our operations.

Modeling and Company Resiliency

Price on Carbon – Landfill Emissions

To assess the financial impact associated with a price on carbon, we focused on 2030 and 2050 using the following from the [International Energy Agency's World Energy Outlook 2024](#), IEA (2024):

- Stated Policies Scenario (STEPS) – For the purpose of this report, this is our business as usual. We projected our Scope 1 (fleet and landfill) carbon emissions out to 2030 and 2050 using current policies, no price on carbon, and assumed achievement of our interim GHG emissions target, a reduction of 10% from 2017 to 2025, with no investment in reductions beyond 2025. In the analysis presented in [Exhibit S5](#), this approach assumes that we will maintain our 2025 emissions in perpetuity.
- Announced Pledges Scenario (APS) – For the purpose of this report, this scenario assumes we achieve our SBTi-approved goal to reduce GHG emissions 35% from 2017 to 2030 and that we maintain the same level of annualized reductions through 2050.

To achieve our SBTi-approved goal, we must reduce emissions from our landfills, thereby reducing our risk in a scenario in which governments impose carbon-reduction regulations. Current carbon tax or cap-and-trade programs implemented in various jurisdictions typically do not directly levy a carbon tax at landfills. Policies are most often targeted on upstream waste generators. This approach is seen in several U.S. states today as a landfill diversion target that applies a fee to customers (businesses and/or municipalities) that do not meet diversion mandates. We anticipate this type of policy as opposed to a direct landfill carbon tax. Although the impact on operating costs due to this type of policy is difficult to model, we are taking actions to continue to build resiliency in the face of this type of policy. Examples of our mitigation and resiliency tactics include:

- Maximizing the amount of gas collected at each site. By safely collecting the maximum amount, we minimize gas escaping as fugitive emissions. The collected landfill gas is either converted into renewable energy or combusted in a flare. See [Transition Risk: Policy and Legal: Price on Carbon](#).
- Advancing our recycling and organics service offerings. Consumer demand for recycling services continues to increase as they seek to divert emissions-generating materials away from the landfill, and we have responded by expanding our offering related to recycling. Our goal is to provide a complete waste stream management solution to our customers in a vertically integrated, environmentally sustainable way.
- Investing in proven technologies to control costs and to simplify and streamline recycling for our customers. For example, robotics and advanced sorting equipment, such as disk screens, magnets and optical sorters, identify and separate different kinds of paper, metals, plastics and other materials to increase efficiency and maximize our recycling efforts.

Price on Carbon – Fleet Fuel Emissions

Under STEPS, or business as usual, we would not expect a price to be set on carbon. However, carbon emissions pricing under APS is shown on the header row of [Exhibit S5](#), below.

We assumed a carbon tax equal to the estimates IEA 2024 for 2030 and 2050 to assess the incremental costs to the business of a carbon tax under both the STEPS and APS scenarios mentioned above. We reviewed carbon pricing mechanisms from a variety of sources, including governments, corporations and NGOs, and we chose to incorporate costs based on the prices from IEA 2024, which align with widely accepted climate scenarios. We then modeled our risk management strategy, reflecting GHG reductions aligned with our interim and SBTi-approved goals, and have reflected the potential range of resulting net income impacts shown in [Exhibit S5](#).

The addition of a \$135/ton carbon tax, corresponding to the 2030 APS scenario, would result in an increase in our fuel expenses as shown in [Exhibit S5](#). However, we are deploying processes and investments to bolster our resiliency to a potential price on carbon from fleet vehicles:

- We would expect to offset most impacts of a carbon tax via a fuel recovery fee.
- Powering our fleet with alternative fuels, specifically electricity, renewable natural gas (RNG), and renewable diesel, allows us to lower our emissions. With one of the largest vocational fleets in the country, using innovative technology to reduce emissions is vital. Our strategy to expand the number of low- and zero-emission vehicles in our fleet provides us with a competitive advantage among the growing number of customers with sustainability goals of their own. Although upfront capital costs are higher, they often enable a lower total cost of ownership. See also [Transition Risk: Policy and Legal: Price on Carbon](#).

We chose to model a carbon tax as an example of a regulatory device that could impact our business, readily allowing us to use scenarios to determine financial impacts and evaluate the resilience of our strategy. The estimated fleet fuel emissions cost shown in [Exhibit S5](#) is presented for illustrative purposes only; it is based on numerous assumptions and estimates, is subject to numerous uncertainties, and does not necessarily reflect or predict the actual impact of carbon pricing on the company's fleet fuel emissions costs in the years shown.

Exhibit S5: Price on Carbon Scenario Analysis

Scenario	Source	2030 Carbon Emissions Estimate (MMTCO ₂ e) ¹	2050 Carbon Emissions Estimate (MMTCO ₂ e) ¹	2030 \$135/ton Carbon Tax ¹	2050 \$200/ton Carbon Tax ¹
Stated Policies Scenario (STEPS) (i.e., business as usual)	Fleet	1.68	1.68	N/A	N/A
	Landfill	13.21	13.21	N/A	N/A
Announced Pledges Scenario (APS) (i.e., SBTi pathway)	Fleet	1.21	0.21	\$163.87M	\$41.66M
	Landfill	9.54	1.64	N/A	N/A

¹Per IEA 2024 Table B.2 CO₂ prices for Advanced Economies.

Physical Risks

To assess the physical risks associated with a future changing climate, we examined physical climate risk using Shared Socioeconomic Pathways (SSPs) in the [IPCC's Sixth Assessment Report](#). We considered two future climate models defined as SSP2-4, and SSP5-8.5, to evaluate the various climate impacts in long-term horizons (2041 – 2060). Each climate scenario is based on climate models to further account for the variability and uncertainty in climate projections. Understanding climactic changes against multiple future climate worlds equips Republic to begin to track the agility and resilience of our management methods and strategy at these locations.

By quantifying the range of acute and chronic hazards at the location of each of Republic's facilities, we can build a meaningful and resilient strategy. The analysis found:

- Our facilities are likely to experience higher and longer-lived rising temperature. A similar storyline developed across both precipitation scenarios. Our employee Summer Safety Plan, including the "101 Days of Summer" program, are the foundational elements for which we consistently build upon our resilience to these expected rising temperature conditions; more information is found in Business Implications & Mitigation Plans: [Strategy B](#).
- Across both temperature scenarios, it was clear that facilities with workers exposed to the outdoors (e.g., landfills, recycling centers, transfer stations) would be key facility types to continue to support with adaptive management capacity, such as on-site leachate systems and stormwater retention basins.

For more information on our temperature and precipitation Representative Concentration Pathways (RCP) analyses, see [Analysis](#).

Risk Management

Disclose how the organization identifies, assesses and manages climate-related risks.

A) Describe the organization's processes for identifying and assessing climate-related risks.

Climate-related risks are identified via two separate methods, then integrated into the ERM process for assessment and prioritization. These methods are via a) traditional business processes and b) dedicated climate-risk tracking as part of the sustainability function; see [Exhibit G1](#).

- Traditional business processes include presentations from field and corporate teams, such as quarterly business reviews and annual operating reviews. Local teams and Area reviews tend to focus on short-term risks, within a 0 – 5-year time frame; however, long-term investments such as recycling facilities or landfills are also addressed.
- The sustainability team uses processes such as the Materiality and Physical Risk Assessments to gather risks and opportunities from relevant stakeholders. This team focuses on risks across all time frames and topics across the organization, including but not limited to, climate-related topics. The process for identifying material topics includes review of key internal and external documentation, an analysis of sustainability standards and frameworks, stakeholder interviews, peer benchmarking and media analysis.

Risks and opportunities identified through these processes cover topics that are directly linked to climate change, such as fuel and electricity consumption, our recycling business, emissions from our landfills and fleet, and impacts of adverse weather.

Once identified and aggregated, risks are assessed for severity and prioritization within existing ERM processes using a ranking that includes financial, legal, operational and reputational impacts. Each risk is scored by impact, resulting in a negligible, minor, moderate, major or catastrophic risk categorization. The likelihood is then estimated, and the risks are plotted into a matrix that facilitates discussions about risk management. Climate-related risks with financial impacts at or above \$1M are included in the risk matrix.

B) Describe the organization's processes for managing climate-related risks.

Process Overview

The process for managing business risks and opportunities, including those that are climate-related, is handled by the ERM team and the appropriate functional owners throughout the organization. The ERM team determines the management approach and assigns a functional leader. The functional leader creates a mitigation plan and is responsible for reporting on progress. This process is completed at least once a year, more often if new risks emerge or the nature or severity of a risk changes, all of which require adjusting the previously developed management approach.

Process Overview *(Continued)*

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.

- Quarterly 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

Mitigation Activities

Physical Risks: Extreme Temperatures

Our safety team manages the mitigation plan for rising temperatures. They update the company's Summer Safety Plan and develop training for our most safety-sensitive employees. Our plan also implements California OSHA's (Cal/OSHA) most recent Heat Illness Prevention requirements in every location to ensure we are applying the most rigorous protocols across all our sites.

- Extreme heat procedures
- Availability to shade
- Availability and replenishment of water
- Heat index monitoring and communication
- Weather acclimatization
- Pre-season A/C and cooling inspection and repairs
- Sun exposure
- PPE (hats, cooling towels, sunscreen, etc.)
- Working hours adjustment



Mitigation Activities *(Continued)*

Physical Risks: Precipitation Changes

We employ various strategies to mitigate impacts from increased precipitation. We believe that one of the largest impacts would be the increased leachate, but we also plan for excessive stormwater and facility damage. To mitigate negative impacts, we employ practices including:

- Leachate management (e.g., depth and type of cover, landfill density)
- On-site leachate treatment
- Mandatory, site-specific emergency response plans
 - Relocation of moveable assets (e.g., trucks, equipment) to higher ground
 - Securement of open facilities (e.g., roll-up doors at recycling centers) and exposed materials (e.g., relocated material at transfer stations)
- Stormwater management best practices (e.g., retention ponds, drywells, swales)
- Storm and flooding design
 - Overlaying analysis of at-risk facilities with flood plain zones and sea level rise impacts to understand potential damage

C) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.

Our ERM process is designed to identify, assess, prioritize, respond to and monitor risks and opportunities across the business. It is a formalized framework that is embedded into and informed by our current processes, which creates greater insight and durability. The steps of the process are shown in [Exhibit R1](#).

As described earlier, the ERM matrix is populated with risks and opportunities from a variety of business functions and processes. These risks include those originating from climate-related issues. Aggregated risks and opportunities are then assessed and prioritized based on their impact on the strategy and organization by the ERM team, which consists of multiple functional representatives. This group, which leads the ERM process, also identifies and defines emerging risks, assigns risk owners, tracks risk-mitigation activities and reports to the ERM Council. The ERM Team is led by the Vice President of Corporate Security.

Exhibit R1: Enterprise Risk Management process



Metrics & Targets

TCFD guidance: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.

Climate-related risks and opportunities are evaluated against several criteria, including employee safety, cost or benefit, brand and reputation, business continuity impacts, or other factors specific to the risk. Free cash flow generation, internal rate of return and return on invested capital are key metrics that are used consistently across the business.

Transition risks to the organization due to policy and legal actions are also evaluated in this process. The company accounts for its direct GHG emissions each year and projects those emissions into the future using a blended growth rate for the business. These projected emissions are used to calculate the potential operating cost impacts from a USD per ton carbon tax in 2030 and 2050. Opportunities are evaluated using a traditional internal rate of return model for each initiative.

Exhibit M1: Sample of Metrics and Targets

Category	Metric	Public Targets
Safety	<ul style="list-style-type: none"> Number of heat-related incidents Number of inclement weather days TRIR 	<ul style="list-style-type: none"> Incident Reduction: TRIR \leq2.0 by 2030 Safety Amplified: Zero Employee Fatalities
Financials ¹	<ul style="list-style-type: none"> Revenue; by market vertical, area, etc. Operating expenses Free cash flow IRR ROIC 	<ul style="list-style-type: none"> N/A
Climate ²	<ul style="list-style-type: none"> Scope 1, 2 and 3 GHG emissions Biogas recovered standard cubic feet Recycling and organics (tons sold, processed, collected, etc.) 	<ul style="list-style-type: none"> Science-Based Target: 35% Scope 1 and 2 Reduction (SBTi Approved) Renewable Energy: 50% Increase in Beneficial Reuse of Biogas Circular Economy: 40% Increase in Circularity of Key Materials

¹We evaluate climate-related risks and opportunities in conjunction with our broader financial metrics and targets.

²Climate goals are from 2017 to 2030.

Executive compensation is tied to performance toward the target in bold text. Read more on page 68 of our [2025 Proxy Statement](#). In addition, members of our operations team receive incentives for implementing actions that improve the effectiveness and efficiency of recycling, landfill operations and routing, which increase diversion, reduce landfill emissions and reduce vehicle emissions, respectively.

B) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Exhibit M2: 2022 Greenhouse Gas Emissions¹

Scope	Metric Tons CO ₂ e	Related Risks & Opportunities
Gross global Scope 1 emissions	13,608,508	<ul style="list-style-type: none"> • Transition Risk: Policy & Legal: Price on carbon • Physical Risk: Acute: Storms, hurricanes, floods • Physical Risk: Chronic: Temperature change, increased precipitation
Scope 1: Landfills	12,082,986	
Scope 1: Fleet & Heavy Equipment	1,223,396	
Scope 1: Buildings	302,126	
Gross global Scope 2 market-based	185,205	
Gross global Scope 3	2,012,336	

¹See [GRI 305](#) for historical GHG emissions and methodology details, available on our [Sustainability and ESG Reporting page](#), which also houses our [assurance statement](#).

C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Our 2030 Sustainability Goals were born from risk and opportunity assessments, including our Materiality and Physical Risk Assessments and the ERM process. Our Climate Leadership targets, as shown in [Exhibit M3](#) below, were specifically developed to manage climate-related risks and opportunities our company faces and to hold us accountable for making progress.

- Transition Risks – by committing to:
 - Reduce Scope 1 and 2 greenhouse gas emissions 35% by 2030, our science-based target reduces our exposure to potential future carbon regulations. Investments to reduce our carbon emissions serve as a hedge against the cost of compliance with any future requirements.
- Transition Opportunities – by committing to:
 - Increase beneficial reuse of biogas from landfills by 50% from 2017 to 2030, we are growing our stake in the renewable energy market as a provider of low-carbon fuel. Demand for such energy sources is rising and we expect it to continue rising as the economy transitions away from fossil fuels.
 - Increase recovery and circularity of key materials by 40% from 2017 to 2030, we are presenting ourselves as a leader in providing the materials for a circular economy. Consumer packaged goods companies and other manufacturers already demand post-consumer recycled content at a rate higher than the market can deliver, and we are establishing ourselves as a reliable partner to help those manufacturers avoid use of higher-carbon virgin materials.
- Physical Risks – by committing to:
 - Protect our employees with Safety Amplified and Incident Reduction targets, we hold ourselves accountable to best-in-class safety practices. As the climate changes, we will already have systems in place to prevent heat-related illness and incidents, among others. Incident Reduction is tied to executive compensation; see [Exhibit M3](#) for additional details.
- Physical Opportunities – through our strategy to:
 - Generate profitable growth by sustainably managing our customers' needs, we are positioned to respond quickly with post-disaster cleanup service to our customers and municipalities when they need us the most.

Exhibit M3: Climate-related Goals



SAFETY

Safety Amplified
0

Zero employee fatalities

Incident Reduction
<2.0

Reduce our OSHA Total Recordable Incident Rate (TRIR) to 2.0 or less by 2030



CLIMATE LEADERSHIP

Science Based Target
35%

Reduce absolute Scope 1 and 2 greenhouse gas emissions 35% by 2030 (2017 baseline year)

Approved by SBTi

Interim target: 10% reduction by 2025

Circular Economy
40%

Increase recovery and circularity of key materials by 40% on a combined basis by 2030 (2017 baseline year)

Renewable Energy
50%

Increase beneficial reuse of biogas by 50% by 2030 (2017 baseline year)

Analysis

Shared Socioeconomic Pathways (SSP) Methodology

The data for this SSP analysis used ArcGIS spatial layers for annual projected temperature and precipitation anomalies from a global climate model (CMIP6 multi-model). CMIP6 evaluates a group of climatic models to quantify the variability of simulation data and account for the inherent uncertainty presented by climate models. Quantifying the magnitude of changes in physical risk metrics allows Republic to understand the implications of the changing climate on the company's operations. Overlaying this data with historical information from past events provides Republic with a more accurate representation of the likelihood of these scenarios. This analysis was also the basis used for identifying the key business implications of acute and chronic climate hazards.

While a wide range of future scenarios were considered, we focused on two scenarios representing a broad range of impact, SSP2-4.5 and SSP5-8.5, to assess the implications on Republic's operations. The analysis was conducted by comparing nine climate hazard changes between the 2041-2060 projections and the 1971-2000 baseline. As outlined in [Exhibit A1](#), SSP2-4.5 projects a moderate increase in temperatures, which will require a moderate level of adaptation. SSP5-8.5 projects much greater temperature increases, is characterized as highly unlikely, and is the worst-case scenario for operations.

Exhibit A1: Description of Climate Scenarios

Shared Socioeconomic Pathways	Description	Likelihood
SSP2-4.5	Moderate emissions, "Middle of the Road" scenario	SSP2-4.5 is considered realistic if action is taken immediately to curb emissions.
SSP5-8.5	Very high emissions, "Extreme" scenario	SSP5-8.5 assumes high levels of population growth and continued lower incomes in developing countries. While it is the most extreme scenario, the probability of this scenario occurring is increasingly likely.

SSP Analysis (Physical Risk)

As one of the largest providers of environmental services in the United States, Republic provides critical recycling, waste and other environmental solutions to our residential, commercial and industrial customers. We assessed nine different climate hazards in relationship to our facilities exposure to physical risk across all of our sites. [Exhibit A2](#) below provides a brief description of those climate hazards.

Chronic Physical Risk:

The vast majority of Republic's workforce spends most of their day providing essential services to our communities, while in and out of trucks and heavy equipment, or in an open-air facility (e.g., recycling centers, maintenance shops, transfer stations). Chronic climate hazards (Extreme Heat, Extreme Cold and Water Stress) can increase these employees' exposure, with outdoor employees being among the most vulnerable, potentially impacting the health, safety and productivity of Republic's outdoor workforce. Additionally, chronic climate hazards may make it challenging to both retain and attract an outdoor workforce.

Acute Physical Risk:

Increased disruption to supporting infrastructure from acute physical risks (Drought, Coastal Flooding, Extreme Precipitation, Riverine Flooding, Wildfire, Cyclone) could cause impacts to on-site operations, including gas and leachate collection systems, on-site fleet vehicles or landfills. For Republic, acute physical risks present a unique challenge, as we are often expected to provide services shortly after acute climate change events occur (see more about this scenario as an opportunity in [Strategy A](#)). Additionally, as landfills are carefully engineered systems, additional or unexpected water pass-through provides challenges through leachate and stormwater runoff. By analyzing changing likelihoods of acute physical risks, Republic can identify locations that are most likely to experience future impacts and invest in efforts to bolster resilience to anticipated impacts.

Exhibit A2: Climate Hazards

Hazard Type	Description
Extreme Heat	Annual count of days when the maximum temperature surpassed 35°C.
Extreme Cold	Annual count of days when maximum temperatures are below or equal to 0 °C.
Extreme Precipitation	Annual maximum amount of precipitation to fall across a 1-day period.
Riverine Flooding	Inundation depth due to riverine flooding, linked to a 1-in-500-year likelihood of recurrence.
Coastal Flooding	Inundation depth due to sea level rise + historic highest storm surge + historic highest high tide + historic land subsidence, linked to a 1-in-500-year likelihood of recurrence.
Wildfire	Annual number of days when FWI is > 30 (indicating high fire danger conditions); The Canadian Forest Fire Weather Index (FWI) consists of six components that account for the effects of fuel moisture and weather conditions on fire behavior.
Drought	Maximum annual number of consecutive dry days when precipitation is less than 1 millimeter.
Water Stress	Water stress is determined by comparing the total water withdrawals, encompassing domestic, industrial, irrigation, and livestock uses (both consumptive and non-consumptive), to the available renewable surface and groundwater resources. This calculation takes into account the influence of upstream water users and significant dams on the downstream water availability.
Cyclone	The maximum Tropical Cyclones (category 0 to 5) wind speed in 200km x 200km area observed in historic period 1980-2022.

Warming Scenarios:

SSP2 – 4.5

SSP2-4.5 is a scenario used in climate research to estimate the potential impacts on the climate from a “middle of the road” scenario, where emissions hover around current levels until around 2050, and then begin to decrease, without hitting net-zero by 2100. Companies and governments make slow progress toward sustainability, with some making quick progress and some falling short. There are no major socioeconomic shifts. In this scenario, temperatures rise 2.7C by the end of the century.

SSP5 – 8.5

SSP5-8.5 is a scenario used in climate research to estimate the potential impacts on the climate from an “extreme” scenario, where current emissions double by 2050. The global economy grows rapidly, powered by fossil fuels. Companies and governments make limited progress toward sustainability. In this scenario, temperatures rise 4.4C by the end of the century.

Exhibit A3: Share of Facilities Exposed: Medium Warming Scenario (SSP2 – 4.5)

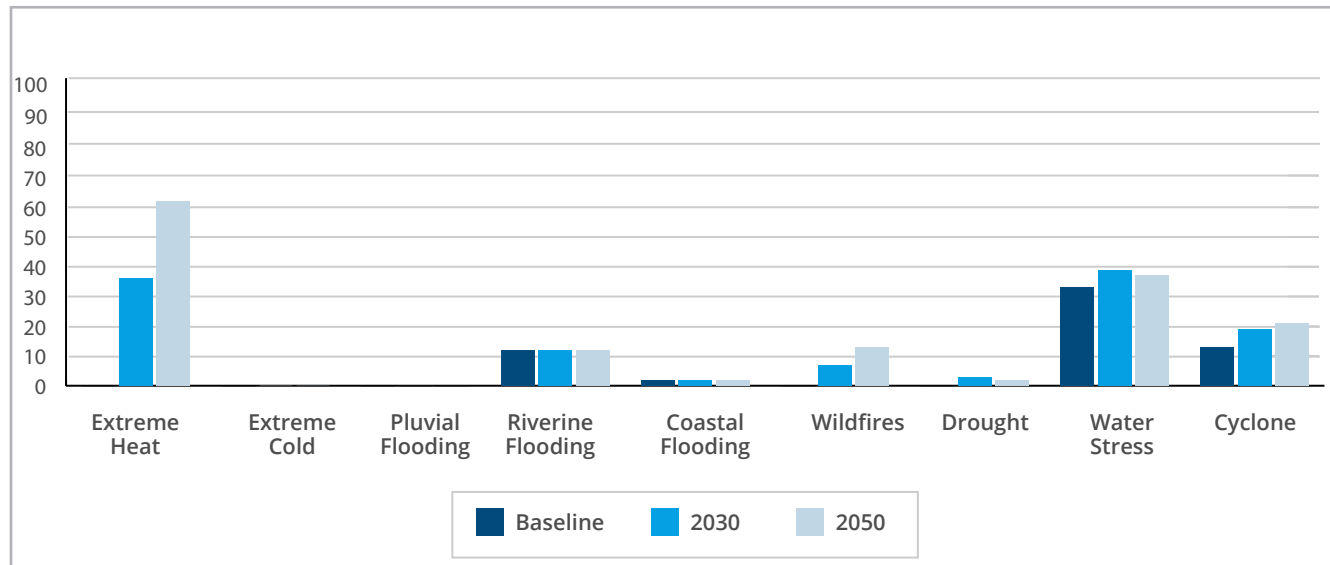
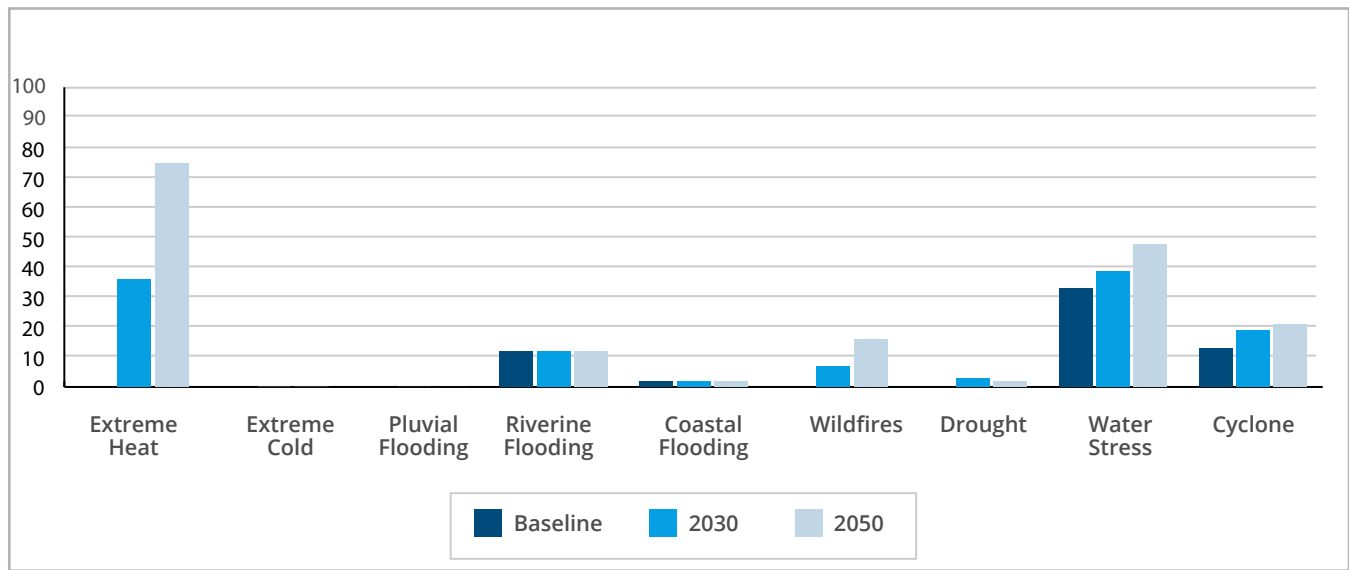


Exhibit A4: Share of Facilities Exposed: High Warming Scenario (SSP5 – 8.5)





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SERVICES

For information on how Republic Services can help you achieve your sustainability goals, reach out to **Sustainability@RepublicServices.com**.

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RepublicServices.com



Sustainability in Action™



About This Report

In this document, Republic Services has reported in accordance with the GRI Standards for the period January 1, 2024 through December 31, 2024. 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 reports¹, available at RepublicServices.com/Sustainability/Reporting. We invite you to share your thoughts with us at Sustainability@RepublicServices.com.

Unless otherwise stated, all references in this 2024 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 (“[2024 10-K](#)”) for the year ended December 31, 2024, particularly under Part I, Item 1A - Risk Factors, and in our Quarterly Reports on Form 10-Q. Additionally, new risk factors emerge from time to time and it is not possible for us to predict all such risk factors, or to assess the impact such risk factors might have on our business or sustainability programs and goals. We undertake no obligation to update publicly any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

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

Document References

Throughout this report, we reference publicly available documents, listed and linked below. Throughout this report, page numbers of PDF files refer to the number used by the PDF reader, which does not always match the number shown at the bottom of the page of the target file (e.g. [2024 10-K](#), [2025 Proxy Statement](#), etc.).

Sustainability Reports

[2024 Sustainability Report](#)

[2024 SASB Report](#)

[2024 GRI Report \(this report\)](#)

[2024 TCFD Report](#)

[2024 Sustainability Assurance Statement](#)

[2024 CDP Report](#)

[2024 EEO-1 Report](#)

[Code of Business Ethics & Conduct](#)

[Environmental Policy](#)

[Human Rights Policy](#)

[Political Contributions Policy](#)

[Safety Policy](#)

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

Investor Relations Website

[2024 10-K](#)

[2025 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 2024 10-K . As of December 31, 2024, substantially all of Republic Services' operations were located in the United States and Canada.
2-2	Entities Included in the Organization's Sustainability Reporting	Unless otherwise stated, all references in this 2024 GRI Report to "Republic," "the company," "we," "us" and "our" refer to Republic Services, Inc. and its consolidated subsidiaries. Republic regularly acquires businesses, and we include their information in our sustainability reporting as those businesses become integrated in our reporting systems. Any notable exceptions are listed in our reporting. See GRI 2-4 for details about disclosures restated to reflect changes such as acquisitions and divestitures.
2-3	Reporting Period, Frequency and Contact Point	We report on our sustainability performance annually using our fiscal year, which is the calendar year. The reporting period for this report is 2024 and this report was published in July 2025. We welcome your engagement at Sustainability@RepublicServices.com . For transparency and convenience, where we have been reporting a metric for four years or longer, we provide the four most recent years of data. Blank cells or fewer than four years of data indicate a newer GRI-reported metric for us. Several of our Sustainability goals report progress from a 2017 baseline year, which we also include in our reporting.
2-4	Restatements of Information	Calculations reflected in GRI 302 and GRI 305 as follows: 2022 and 2023 safety data is updated to reflect incidents reported after yearend close. 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"> We reflect changes in methodologies under relevant accounting protocols; On an ongoing basis, we assess the validity and appropriateness of each component of our emissions inventory, making incremental improvements, and rebaselining back to 2017, such as: <ul style="list-style-type: none"> When like-for-like, historic reporting is not available for rebaselined metrics, we apply the earliest available data to each prior year. In some cases, it is not possible to follow this approach for historic emissions from acquired assets; in such cases, associated emissions are not reflected in rebaselined reporting. We recognize that this conservative approach inflates reporting-year emissions as compared to the baseline; For utility data, which includes electricity, natural gas and water, corrections and rebills occur out of cycle with our annual reporting. Therein, updates for historic years are required and implemented; 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 Solid Waste Industry for Climate Solutions' methodology, allowing us to represent the emissions-reducing impacts of our investments, i.e., gas collection and landfill cover efficiency improvements, widely understood to be more accurate than the EPA-mandated methodology, which we used prior to FY2021 reporting. <p>In line with best practice, for our 2024 inventory, we utilized emissions factors associated with the Fifth Assessment Report (AR5) from the IPCC where available.</p> <p>These revisions ensure that our science-based target compares like-for-like assets across our reporting years.</p>

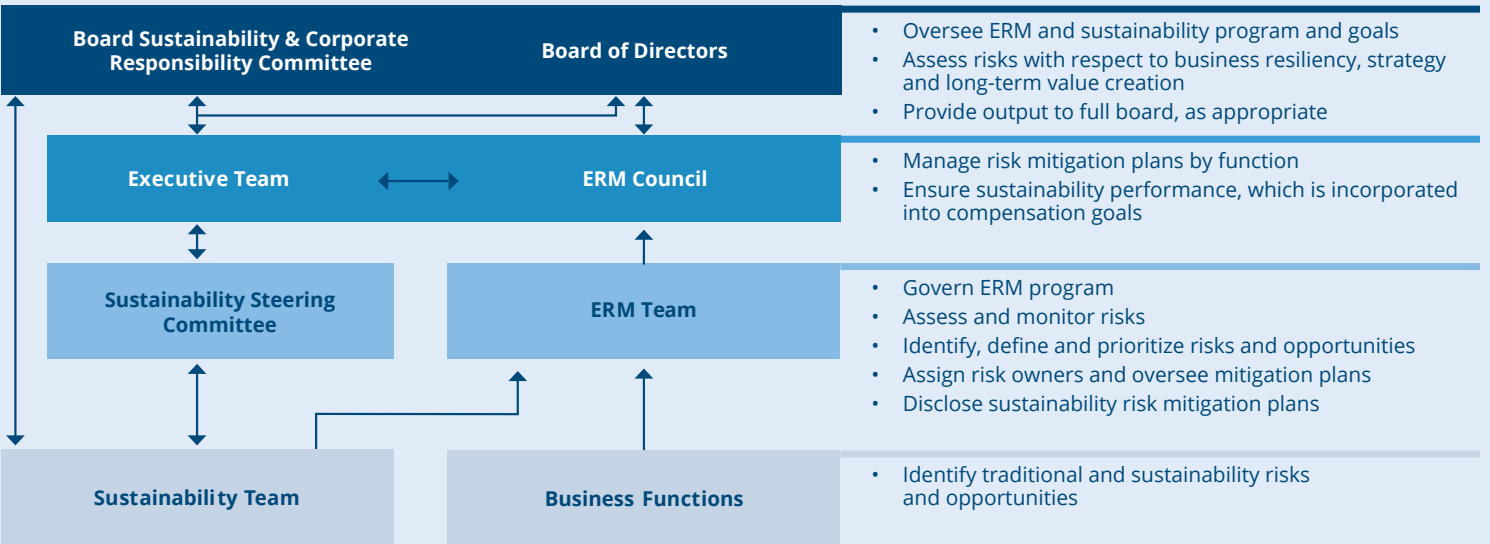
GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer																				
2-5	External Assurance	<p>Since 2013, Republic has completed a third-party verification of its GHG emissions in accordance with the ISO 14064-3 Standard. Our 2024 reporting includes that same level of assurance for the following publicly reported metrics:</p> <ul style="list-style-type: none"> • Scopes 1, 2 & 3 GHG emissions, see GRI 305; • Renewable and non-renewable energy consumption, see GRI 302; • Biogas sent for beneficial reuse, see GRI 306 (progress toward 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>2024 Sustainability Assurance Statement</p>																				
2-6	Activities, Value Chain and Other Business Relationships	<p>2024 10-K: Item 1, Item 7, Item 8 2024 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>8,119</td> <td>33,319</td> <td>6</td> <td>41,444</td> </tr> <tr> <td>Number of part-time (PT) employees</td> <td>91</td> <td>122</td> <td>0</td> <td>213</td> </tr> <tr> <td>Total number of employees</td> <td>8,210</td> <td>33,441</td> <td>6</td> <td>41,657</td> </tr> </tbody> </table> <p>Data based on headcount as of December 31, 2024. Employees from acquired companies which have not yet been moved to our primary human capital management system are only included in the total number of employees.</p>	Employee count	Female	Male	Not disclosed	Total	Number of full-time (FT) employees	8,119	33,319	6	41,444	Number of part-time (PT) employees	91	122	0	213	Total number of employees	8,210	33,441	6	41,657
Employee count	Female	Male	Not disclosed	Total																		
Number of full-time (FT) employees	8,119	33,319	6	41,444																		
Number of part-time (PT) employees	91	122	0	213																		
Total number of employees	8,210	33,441	6	41,657																		
2-8	Workers Who Are Not Employees	We do not track non-employee demographic data.																				
2-9	Governance Structure and Composition	<p>See our 2025 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, 2025 Proxy Statement																				

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-11	Chair of the Highest Governance Body	The chair of our board is independent, 2025 Proxy Statement
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	<p>Corporate Governance: Committee Charters; 2025 Proxy Statement, 2024 Sustainability Report: Governance section; 2024 TCFD Addendum</p> <p>Oversight of Republic’s enterprise risk management (ERM) program: the board receives updates from management on the results of the program, which includes assessment, prioritization and management of risks and opportunities, including sustainability-related issues. The board’s role is to ensure that:</p> <ul style="list-style-type: none"> • The risk management processes designed and implemented by leadership are adapted to the overall corporate strategy, and those processes are functioning effectively. • Management regularly communicates material risks to the board or the appropriate board committee. • Actions are being taken to continue to foster a strong culture of compliance and risk-adjusted decision-making throughout the organization. <p>Oversight of sustainability integration into business strategy and execution:</p> <ul style="list-style-type: none"> • Budget approval, including funding for the company’s sustainability agenda, reflecting the overall strategy. For example, allocations to advancing the measurement of landfill greenhouse gas emissions, sustainable innovation and electrification of our fleet. • Approval of executive compensation plans incorporating the performance of our strategic initiatives and sustainability efforts, such as our 2030 sustainability goals. <p>Within the board, the Sustainability & Corporate Responsibility (Committee) 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. The committee’s responsibilities include overseeing the company’s response to climate-related risks and opportunities.</p>

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer												
2-13	Delegation of Responsibility for Managing Impacts	<p>Management Oversight</p> <table border="1"> <thead> <tr> <th data-bbox="474 285 772 324">Group</th> <th data-bbox="785 285 1942 324">Overview</th> </tr> </thead> <tbody> <tr> <td data-bbox="474 334 772 444">Executive Team</td> <td data-bbox="785 334 1942 444">Republic's executive leadership team integrates ERM results, including climate- and sustainability-related topics, into strategic planning; reports findings of the ERM process to the board; and manages risks and mitigation plans within each function.</td> </tr> <tr> <td data-bbox="474 454 772 526">ERM Council</td> <td data-bbox="785 454 1942 526">Made up of select executives, the ERM Council monitors ERM program effectiveness, key climate-related risks and associated mitigation plans.</td> </tr> <tr> <td data-bbox="474 535 772 639">ERM Team</td> <td data-bbox="785 535 1942 639">A cross-functional team made up of managers and executives leads the ERM process. This team identifies and defines emerging risks, assigns risk owners, tracks risk-mitigation activities and reports to the ERM Council. Climate-related risks and opportunities are managed via the ERM process.</td> </tr> <tr> <td data-bbox="474 649 772 721">Sustainability Steering Committee</td> <td data-bbox="785 649 1942 721">A cross-functional team made up of select executives and functional leaders that provides strategic oversight and guidance to the sustainability team.</td> </tr> <tr> <td data-bbox="474 730 772 802">Sustainability Team</td> <td data-bbox="785 730 1942 802">A functional team that develops business-wide sustainability strategy, including risk/opportunity identification, and manages environmental, social and governance reporting.</td> </tr> </tbody> </table> <p data-bbox="462 821 1955 883">2025 Proxy Statement; Sustainability & Corporate Responsibility Committee Charter; 2024 Sustainability Report: Governance; 2024 TCFD Report</p> <p data-bbox="462 902 1104 932">Sustainability Risk Governance & Management Structure</p>  <ul data-bbox="1323 967 1942 1461" style="list-style-type: none"> • Oversee ERM and sustainability program and goals • Assess risks with respect to business resiliency, strategy and long-term value creation • Provide output to full board, as appropriate • Manage risk mitigation plans by function • Ensure sustainability performance, which is incorporated into compensation goals • Govern ERM program • Assess and monitor risks • Identify, define and prioritize risks and opportunities • Assign risk owners and oversee mitigation plans • Disclose sustainability risk mitigation plans • Identify traditional and sustainability risks and opportunities 	Group	Overview	Executive Team	Republic's executive leadership team integrates ERM results, including climate- and sustainability-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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<i>Continued on following page</i>														

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-13 <i>Continued</i>	Delegation of Responsibility for Managing Impacts	<p>The process for managing business risks and opportunities, including those that are sustainability-related, is handled by the 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"> • Quarterly and as-needed Sustainability Steering Committee meetings • Area operating reviews with the executive team • Monthly CEO staff meetings • Quarterly corporate operating reviews • Quarterly board meetings • Annual reviews of risks identified in Form 10-K • Periodic interviews with senior management • Day-to-day oversight of risks by functional leaders throughout the organization
2-14	Role of the Highest Governance Body in Sustainability Reporting	<p>Sustainability & Corporate Responsibility Committee Charter; 2024 Sustainability Report: Governance; 2025 Proxy Statement</p> <p>The annual sustainability report and charitable giving policies are reviewed by the Sustainability & Corporate Responsibility Committee of the board and approved by the CEO. The Sustainability Steering Committee, comprised of senior leaders (see GRI 2-13), reviews and approves the annual sustainability report and our other sustainability reports, including but not limited to GRI, SASB, and TCFD, which includes oversight of climate-related risks and opportunities.</p>
2-15	Conflicts of Interest	<p>Code of Business Ethics & Conduct; Nominating and Corporate Governance Committee Charter; Corporate Governance Guidelines</p>
2-16	Communication of Critical Concerns	<p>Sustainability & Corporate Responsibility Committee Charter; 2025 Proxy Statement; Code of Business Ethics & Conduct</p>
2-17	Collective Knowledge of the Highest Governance Body	<p>2025 Proxy Statement</p>

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer															
2-18	Evaluation of the Performance of the Highest Governance Body	Corporate Governance Guidelines ; 2025 Proxy Statement															
2-19	Remuneration Policies	<p>Additionally, beginning in 2022, the annual incentives for senior executives are subject to adjustment up or down by up to 10 percentage points based on the company's interim performance on safety, talent and climate leadership goals.</p> <table border="1"> <thead> <tr> <th>Sustainability element</th> <th>Metric</th> <th>Goal</th> </tr> </thead> <tbody> <tr> <td>Safety</td> <td>OSHA Total Recordable Incident Rate (TRIR)</td> <td>Incident Reduction - <2.0</td> </tr> <tr> <td>Talent</td> <td>Leadership Development</td> <td>Leadership Development - 50% Diverse</td> </tr> <tr> <td>Climate Leadership</td> <td>Materials Recovered</td> <td>Circular Economy - 3.4M tons</td> </tr> <tr> <td>Climate Leadership</td> <td>Beneficial Biogas Reuse</td> <td>Renewable Energy - 110.1B SCF</td> </tr> </tbody> </table> <p>Learn more about our 2030 Sustainability Goals in our 2024 Sustainability Report and about our Sustainability Modifier in the 2025 Proxy Statement: Sustainability Modifier.</p>	Sustainability element	Metric	Goal	Safety	OSHA Total Recordable Incident Rate (TRIR)	Incident Reduction - <2.0	Talent	Leadership Development	Leadership Development - 50% Diverse	Climate Leadership	Materials Recovered	Circular Economy - 3.4M tons	Climate Leadership	Beneficial Biogas Reuse	Renewable Energy - 110.1B SCF
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2-20	Process to Determine Remuneration	Talent & Compensation Committee Charter ; 2025 Proxy Statement															
2-21	Annual Total Compensation Ratio	See discussion in our 2025 Proxy Statement .															
2-22	Statement on Sustainable Development Strategy	2024 Sustainability Report – Message from Jon Vander Ark, President & Chief Executive Officer															

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-23	Policy Commitments	<p>Consistent with the precautionary principle, we advocate a risk-based approach to our operations through our enterprise risk management process, as described in GRI 2-12. We disclose progress toward our 2030 Sustainability Goals throughout this report, and we have linked our credit facility to our Incident Reduction and Renewable Energy goals. By coupling performance toward these goals with financial savings or penalties, we demonstrate our commitment to the environment and our employees. 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 & Compliance. We listen to employee feedback and monitor employee behavior to ensure employee actions foster Republic's ethical culture. • Our Human Rights Policy embodies one of our core values in action: Human-Centered. We respect the dignity and unique potential of every person. Embedded in this value is the commitment to respect human rights — the fundamental rights, freedoms and standards of treatment to which all people are entitled. We reinforce this commitment by conducting business and making decisions in an ethical and responsible manner and require that our practices never infringe on human rights. • Our Supplier Code of Business Ethics & Conduct outlines the environmental, social and ethical expectations of our service partners. • Our Safety Policy and SAFE handbook describe our employees' and managers' responsibilities in keeping our people and communities safe. Republic has also joined several coalitions and committees to impact third-party distracted driving. As the operator of the fifth-largest vocational fleet in the country, we play a large part in influencing safe driving practices. See GRI 403 Occupational Health and Safety in this report and our Sustainability Website: Safety for more details. • Additional public policies can be found on our Sustainability Website: Sustainability 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"> • OECD Guidelines for Multinational Enterprises on Responsible Business Conduct • The Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard: Revised Edition • The Greenhouse Gas Protocol's Technical Guidance for Calculating Scope 3 Emissions (version 1.0) • 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	2025 Proxy Statement ; Code of Business Ethics & Conduct ; 2024 Sustainability Report: Governance ; 2024 TCFD Addendum
2-25	Processes to Remediate Negative Impacts	Code of Business Ethics & Conduct ; 2024 Sustainability Report: Governance ; 2024 TCFD Addendum
2-26	Mechanisms for Seeking Advice and Raising Concerns	Any ethical concerns regarding Republic Services may be anonymously reported using the AWARE Line, 1-866-329-2734 or at AWARELINE.RepublicServices.com . We firmly enforce our non-retaliation policy, protecting employees who report concerns from undue recourse. Customer concerns are reported via our Customer Support department and escalated to the appropriate department. Code of Business Ethics & Conduct

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-27	Compliance with Laws and Regulations	<p>Republic demonstrates the utmost responsibility in our operations, including our fleet, buildings, landfills and daily activities throughout our communities. We design operations to minimize impacts to the air, water and land wherever possible.</p> <p>Compliance with environmental laws and regulations is essential for our business. Non-compliance can put our environment, employees, customers, communities and our brand at risk. We strive to go above and beyond the legal requirements that apply to our facilities and operations at various jurisdictions, described in detail in our annual SEC filings.</p> <p>For many years, Republic's Environmental Policy has guided our environmental management system (EMS) to engage responsibly. Our EMS is overseen by the Vice President, Engineering & Environmental Compliance, who reports up through our Executive Vice President, Chief Operating Officer. The Vice President, Engineering & Environmental Compliance sits on the Ethics & Compliance Committee. The Director, Environmental Compliance has a dotted line reporting to the Executive Vice President, Chief Legal Officer, Chief Ethics & Compliance Officer and Corporate Secretary. The Engineering & Environmental Compliance team oversees environmental compliance, engineering and environmental management. Top-level governance of environmental management and the Environmental Policy is directed by our board's Sustainability & Corporate Responsibility Committee.</p> <p>The EMS is managed under the Corporate Environmental Compliance Policy and is implemented in the field through Republic operations with the oversight of our Corporate team. The company is organized into Areas, each with an Area Environmental Manager or Area Environmental Compliance Manager who oversees multiple Environmental Managers and Environmental Compliance Managers responsible for the implementation of the items described in our Corporate Environmental Compliance Policy. Environmental Specialists, Environmental Technicians and Transportation Compliance Specialists support Environmental Managers and Environmental Compliance Managers across each area. In addition to these area teams, our headquarters has multiple technical positions who assist the area teams, primarily as subject matter experts in relevant technical areas, including our Directors of Engineering and Directors of Compliance.</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 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>Engineering and Environmental Compliance Policy: This overarching policy ensures Republic Services is committed to environmental excellence and conducting its operations in an environmentally responsible manner. It is the company's policy to:</p> <ul style="list-style-type: none"> A. Comply with all applicable federal, state and local laws and regulations; B. Comply with all environmental permits and orders; C. Minimize adverse environmental effects from the company's business activities; and D. Adopt administrative and operational standards where appropriate protective laws or permit conditions do not exist. <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 style="text-align: right;"><i>Continued on following page</i></p>

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-27 <i>Continued</i>	Compliance with Laws and Regulations	<p>Landfill and Transfer Station Operating Standard and Best Practices User Guide: Standards manuals provide practical and comprehensive guidance regarding the standard operating procedures (SOPs) 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, including our network of vendors, contractors, consultants, agents representatives, brokers, and any other third-parties that provide us with goods and services (collectively, "Suppliers"). The team ensures that the internal policy and process is followed for the approval of capital expenditures and that Suppliers adhere to our Supplier Code of Conduct.</p> <p>Waste Management Standard: Our internal guidance enables us to meet federal requirements under RCRA (40 CFR Subchapter I), TSCA (40 CFR Part 761 for PCBs), state or permit requirements to prevent acceptance of ineligible wastes, etc. For permissible wastes, SOPs guide proper handling, transportation, treatment and disposal for compliance with all Federal, State and local regulations.</p> <p>Each year, we participate in independent auditing at a cross-section of facilities, covering approximately 10% of our landfills. These audits are conducted by CHWMEG, Inc., a nonprofit trade association comprised of manufacturing and similar industrial organizations seeking to avoid environmental impacts from their operational waste. CHWMEG, Inc. conducts comprehensive, third-party reviews of commercial facilities that treat, store, dispose of, recycle or transport waste. CHWMEG members select the facilities included in the review program. Independent and experienced environmental firms contracted by CHWMEG 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 environmental health and safety 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 and Standards program, or a combination thereof. These audits cover many topics, including but not limited to our Stormwater Pollution Prevention Plan and levels of leachate on the liners at our landfills (a U.S. EPA requirement).</p> <p><i>Certifications:</i> Materials hauled have the potential of being defined as DOT hazardous; therefore, all field operations are required to train and maintain HM-181 training records for drivers that haul hazardous materials in accordance with 49 CFR 172.704. We train all related field operations personnel in accordance with 29 CFR 1910.1200, Hazard Communication requirements.</p> <p><i>Evaluation:</i> The Sustainability & 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>2024 SASB Report: Air and odors IF-WM-120a.3, RSG-AQ-01</p> <p>2024 SASB Report: Leachate, water and hazardous waste IF-WM-150a.3, RSG-ML-01, GRI 303</p> <p>2024 10-K: Item 1 – Regulation</p> <p>Sustainability & Corporate Responsibility Committee Charter</p>

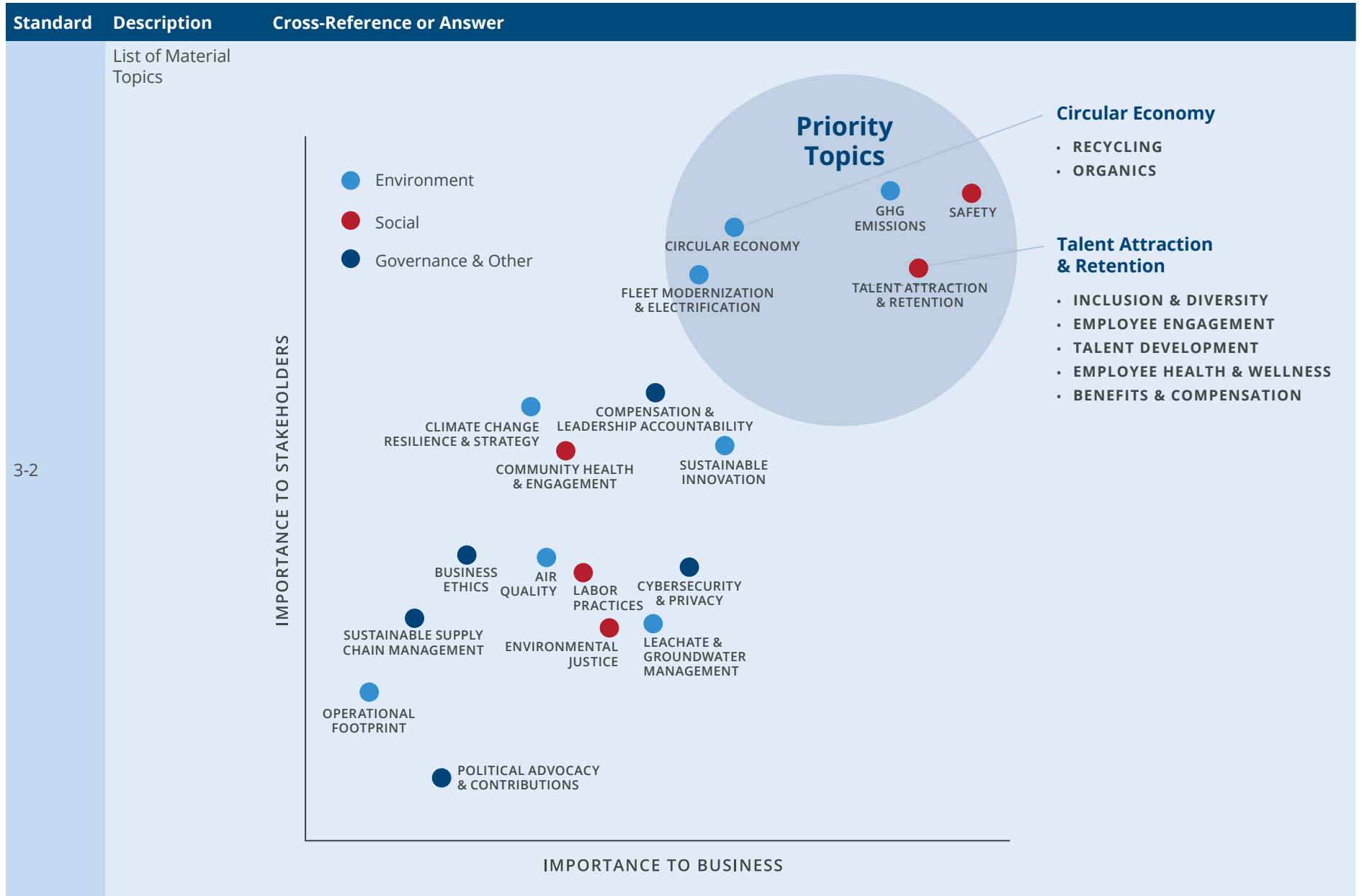
GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-28	Membership Associations	<p>Republic is a member of the following associations related to our sustainability strategy:</p> <ul style="list-style-type: none"> • Environmental Research and Education Foundation (EREF); • Executive Leadership Council (ELC); • Forté Foundation; • National Association of Manufacturers (NAM); • National Safety Council (NSC); • National Waste & Recycling Association (NWRA); • Solid Waste Association of North America (SWANA); • Together for Safer Roads (TSR); • US Composting Council (USCC) and • Several other national, state and local organizations, both governmental and non-governmental
2-29	Approach to Stakeholder Engagement	<p>Our key stakeholders include but are not limited to customers (municipal, commercial, residential, industrial), employees, contractors, investors, supply chain partners, communities, non-governmental organizations, governmental organizations and thought leaders.</p> <p>To inform our sustainability strategy, goals and communications, Republic Services regularly engages with our stakeholders to help identify the sustainability topics that matter most. This engagement, known as a materiality assessment, involves direct outreach to internal and external stakeholders including customers, municipalities and investors, see GRI 3-1. Maintaining open dialogues on these topics is crucial as we make progress toward our 2030 goals.</p> <p>We know effective operations are critical to ensuring we have a positive impact in the communities we serve, but it's only part of the equation. That is why we take a proactive approach in the community and strive to be a good neighbor by engaging with and investing in the communities we serve. Our Human Rights Policy provides guidance on our well-developed engagement program, including candid dialogue with our communities and other stakeholders.</p> <p>Republic Services both empowers and expects our local leadership teams 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 2024 Sustainability Report.</p>
2-30	Collective Bargaining Agreements	2024 SASB Report : IF-WM-310a.1

GRI 3: Material Topics

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

GRI 3: Material Topics



GRI 200: Economic Topics

GRI 201: Economic Performance [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Economic Performance	2024 10-K : Item 7; 2025 Proxy Statement
201-1	Direct Economic Value Generated and Distributed	2024 10-K
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	2024 TCFD Report : Climate change risks and opportunities, management and financial impacts; FY2024 CDP Response ; 2024 10-K Items 1 and 1A, Climate change risks and impacts
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	2024 10-K

GRI 205: Anti-Corruption [2016]

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

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

Standard	Description	Cross-Reference or Answer
3-3 <i>Continued</i>	Management of Anti-Corruption	<i>Approach:</i> The Code exemplifies our values and is the cornerstone to sustaining a strong ethical culture. We continue to act on employee feedback and behaviors to ensure we take all necessary actions to foster and elevate Republic's ethical culture and Ethics & 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 investigated and, in cases where a violation has occurred, employees face disciplinary action, up to and including termination of employment.
205-1	Operations Assessed for Risks Related to Corruption	Every three years, we engage an independent third party to conduct an assessment of our Ethics & Compliance program. This was last completed in 2024 by Ethisphere, and it is our intent to conduct this process again in three years. Additionally, our internal audit team assesses the Ethics & Compliance function, a part of their internal controls assessment.
205-2	Communication and Training about Anti-Corruption Policies and Procedures	In 2024, we reinforced our Code of Business Ethics & Conduct and ethical culture through additional communications and training for all employees. This included hosting our fourth annual Ethics Week, which featured events, discussion, and communications focused on acting ethically and in compliance with the Code. It also included a follow-up to our first two Code of Ethics lessons (from 2022, Our Values in Action, and from 2023, Living Our Values for Our People) with a third lesson focused on Living Our Values for Our Customers. These lessons bring our Code to life and show our employees how our values can guide them in making the right choices. In addition to the all-employee training, we delivered our third Ethical Leadership course to all leaders, which focused on leading by example and talking about ethics. This training builds on the prior training focused on active listening and taking action when faced with employee concerns. Antitrust and Competition training courses were also assigned to key employee populations to provide an understanding of core antitrust and competition law principles and guidance on how to win business the right way.
205-3	Confirmed Incidents of Corruption and Actions Taken	For the reporting year 2024, we did not have any material violations or breaches of our Code of Business Ethics & Conduct .

GRI 300: Environmental Topics

GRI 302: Energy [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Energy	<p>Our Environmental Policy guides our commitment and efforts to continuously improve our environmental performance and reduce our impacts. Republic's largest energy consumption is in the form of transportation fuel. We have around 30,000 vehicles and pieces of heavy equipment, including recycling and waste collection vehicles, and mobile machinery used at our facilities to move and manage waste, and support vehicles, all used in the service of our customers across North America. Our collection and support vehicles consume the largest share of our total energy footprint.</p> <p>Natural Gas Vehicles: Natural gas is a bridge fuel on our path toward fleet electrification. Approximately 20% of our recycling and solid waste collection fleet runs on renewable natural gas (RNG) through purchase agreements with RNG Suppliers.</p> <p>Electric Vehicles (EVs): As part of Republic Services' efforts to reduce greenhouse gas emissions, we have made the industry's largest commitment to fleet electrification. Not only do electric vehicles offer a cleaner and quieter experience to our communities, they allow greater fuel efficiency than diesel and natural gas, enabling our fleet to travel more miles per unit of energy. We operate numerous electric vehicles from multiple manufacturers, giving us important insights and the confidence to scale our vehicle electrification.</p> <p>Fleet Automation: Most of our residential routes have been converted to automated single-driver trucks, which can complete a route faster, with less idling, reducing emissions, improving driver productivity and safety. Communities using automated vehicles have higher participation rates in recycling programs, complementing our initiative to expand our recycling capabilities.</p> <p>Standardized Maintenance: OneFleet, our standardized vehicle maintenance program, employs best practices for fleet management, truck care and maintenance. Through standardization of core functions, we reduce our fuel use and streamline maintenance processes, thereby lowering our environmental footprint and extending the life of our fleet.</p> <p>See GRI 302-4</p>

GRI 302: Energy [2016] (Continued)

Standard	Description	Cross-Reference or Answer						
302-1	Energy Consumption Within the Organization	Energy consumption within the organization		2021	2022	2023	2024	
		Non-Renewable Energy (Gj)	Stationary	7,744,092	8,007,787	7,727,333	7,699,720	
			Mobile	21,767,768	21,792,561	18,751,423	17,393,647	
			Total Non-Renewable	29,511,860	29,800,348	26,478,756	25,093,367	
		Renewable Energy (Gj)	Mobile	4,477,839	4,400,085	4,338,377	5,125,555	
			Total Renewable	4,477,839	4,400,085	4,338,377	5,125,555	
		Total Non-Renewable & Renewable		33,989,699	34,200,434	30,817,133	30,218,922	
		Energy Consumption Outside of the Organization	Energy consumption within the organization		2021	2022	2023	2024
			Non-Renewable Energy (MWh)	Stationary	2,151,137	2,224,385	2,146,481	2,138,811
				Mobile	6,046,602	6,053,489	5,208,729	4,831,569
				Total Non-Renewable	8,197,739	8,277,875	7,355,210	6,970,380
			Renewable Energy (MWh)	Mobile	1,243,844	1,222,246	1,205,105	1,423,765
			Total Non-Renewable	1,243,844	1,222,246	1,205,105	1,423,765	
	Total Non-Renewable & Renewable		9,441,583	9,500,120	8,560,315	8,394,145		
	<p>2024 SASB Report: IF-WM-110b.1 See GRI 2-4 for details regarding restatements.</p>							
	302-2	Energy Consumption Outside of the Organization	Energy consumption outside of the organization		2021	2022	2023	2024
			Non-Renewable Energy (Gj)		4,946,809	4,234,851	4,655,947	5,264,328
			Renewable Energy (Gj)		5,086	5,086	5,086	5,086
Non-Renewable Energy (MWh)				1,374,114	1,176,348	1,293,319	1,462,313	
Renewable Energy				1,413	1,413	1,413	1,413	
302-3	Energy Intensity	Energy intensity		2021	2022	2023	2024	
		Energy (Gj)		33,989,699	34,200,434	30,817,133	30,218,922	
		Revenue (\$US Millions)		11,295	13,511	14,965	16,032	
		Energy Intensity (Gj/\$M)		3,009	2,531	2,059	1,885	
		<p>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.</p>						

GRI 302: Energy [2016] (Continued)

Standard	Description	Cross-Reference or Answer
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 3-5 times more efficient at converting energy into power at the wheels than internal combustion engines, reducing the amount of energy consumed for every mile driven. With a fleet of around 30,000 vehicles and pieces of heavy equipment, our electrification transition will make the largest impact on the reduction of our energy consumption.</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.</p> <p>Our Plano, Texas, Recycling Facility achieved Leadership in Energy and Environmental Design (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: Management of 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, and we are continuously exploring new technologies.</p> <p>In addition to our collection systems, we operate numerous leachate 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.</p>

Continued on following page

GRI 303: Water and Effluents [2018]

Standard	Description	Cross-Reference or Answer															
3-3 <i>Continued</i>	Management of Water and Effluents	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. Environmental Policy															
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 (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 2024 TCFD.</p> <p>See GRI 3-3: 303 Water and Effluents for discussion on leachate management.</p>															
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>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Megaliters</td> <td>1,667</td> <td>1,742</td> <td>1,561</td> <td>1,760</td> </tr> <tr> <td>Million cubic meters</td> <td>1.667</td> <td>1.742</td> <td>1.561</td> <td>1.760</td> </tr> </tbody> </table> <p>These volumes represent water purchased from utilities during the listed reporting year, without historical restatements on the basis of acquisitions or divestitures.</p>	Water withdrawal	2021	2022	2023	2024	Megaliters	1,667	1,742	1,561	1,760	Million cubic meters	1.667	1.742	1.561	1.760
Water withdrawal	2021	2022	2023	2024													
Megaliters	1,667	1,742	1,561	1,760													
Million cubic meters	1.667	1.742	1.561	1.760													

GRI 304: Biodiversity [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Biodiversity	Our Environmental Policy requires that we minimize our environmental impact. The vast majority of our sites are hauling facilities in industrial zones, offering parking and maintenance for our vehicles. Our landfills present the opportunity for closer engagement with the biodiversity of our ecosystems. As landfills close, we endeavor to recommission them as natural space, such as parks or preservations. At several of our closed landfills, we have employed bioremediation techniques (see GRI 3-3: 303 Water and Effluents for description) via our wetlands and vegetation, which allow for an abundance of species biodiversity. See examples in our 2024 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 GHG emissions reduction target, doing our part to combat climate change. 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 Agreement-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, below.</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 putrescible 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 natural gas pipelines. 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 2024, we had over 50 electric collection vehicles on the road, and we are rapidly expanding adoption in future years.</p> <p>For our growing EV fleet, we plan to incorporate renewable energy and software to allocate power to EV charging or to the building's usage, depending on the time of day and need. 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 LEED standards. These include using energy reduction and water conservation measures and the use of sustainable materials and design principles that enhance comfort.</p> <p>2024 Sustainability Report: Climate Leadership, 2024 TCFD</p>

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer					
		Scope 1 emissions (MTCO ₂ e)	2017	2021	2022	2023	2024
305-1	Direct (Scope 1) GHG Emissions	Landfills	14,870,358	13,664,426	13,612,389	12,998,816	12,082,986
		Fleet	1,867,472	1,530,704	1,532,566	1,319,368	1,223,396
		Buildings	284,979	304,040	317,053	304,330	302,126
		Total Scope 1 GHG Emissions	17,022,809	15,499,169	15,462,008	14,622,515	13,608,508
		Biogenic Emissions	6,542,478	6,756,681	6,663,700	6,953,101	6,901,294
		<p>2024 Sustainability Report: Climate Leadership 2024 SASB Report: IF-WM-110a.1 See GRI 2-4 for details regarding restatements.</p> <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. Hydrofluorocarbon (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 (e.g., U.S. EPA's eGRID and UK's Defra for mobile sources to supplement eGRID data gaps).</p> <p>Landfill emissions include fugitive emissions, emissions associated with leachate and flaring, and emissions associated with composting, which are collocated. We use operational control to assign ownership and avoid double-counting.</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 and, 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 2024, Republic sequestered 28.3 MMTCO₂e, as calculated using a 2008 U.S. EPA waste characterization study.</p> <p>Republic offers a number of products and services that 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 5.3M short tons of recycled commodities and 1M short tons of compost that we processed in 2024 (less customer contamination), to be a negative 14.98 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	Scope 2 emissions (MTCO₂e)		2021	2022	2023	2024	
		Market-based	Stationary	199,444	186,218	190,492	185,070	
			Mobile				135	
			Total	199,444	186,218	190,492	185,205	
		Location-based	Stationary	197,113	182,776	186,582	180,511	
			Mobile				149	
			Total	197,113	182,776	186,582	180,660	
<p>2024 Sustainability Report: Climate Leadership</p> <p>Indirect emissions sources include electricity and estimated natural gas used in buildings and facilities. See GRI 2-4 for details regarding restatements. For mobile usage of electricity in electric vehicles, 2024 represents the first year with data available.</p>								
305-3	Other Indirect (Scope 3) GHG Emissions	Scope 3 emissions by category (MTCO₂e)		2017	2021	2022	2023	2024
		1. Purchased goods and services	288,400	233,084	315,436	368,850	336,144	
		2. Capital goods	367,288	415,283	455,962	489,949	481,836	
		3. Fuel- and energy-related activities	525,413	541,666	517,599	446,718	432,901	
		4. Upstream transportation and distribution	336,606	426,440	365,065	401,505	453,969	
		5. Waste generated in operations	86,178	107,156	98,920	105,231	107,953	
		6. Business travel	23,309	9,630	6,995	8,715	11,126	
		7. Employee commuting	181,175	148,061	155,254	149,580	149,363	
		8. Upstream leased assets	4,834	3,968	5,030	5,842	2,931	
		11. Use of Sold Products	8,283	13,621	9,075	8,986	9,314	
		15. Investments	20,044	24,996	22,053	25,319	25,963	
		Total Scope 3 Emissions	1,841,529	1,923,905	1,951,389	2,010,695	2,012,336	
Biogenic Emissions	1,613,864	2,652,779	1,768,413	1,751,365	1,894,227			

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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>Republic Services' 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. 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 Scope 3 of the customers whose waste was hauled. Within Scope 1 of the landfill owners/operators, however, those emissions are excluded from the inventory of the hauler. We follow this consensus.</p> <p>Categories 1, 2, and 6 of our Greenhouse Gas Inventory are calculated using environmentally extended input-output (EEIO), defined in the Greenhouse Gas Protocol's Scope 3 Calculation Guidance.</p> <p>Categories 3, 5, 7 and 15 are calculated using the average-data method as defined in the Greenhouse Gas Protocol's Scope 3 Calculation Guidance.</p> <p>Category 4 is calculated using a hybrid of the fuel-based and spend-based methods as defined in the Greenhouse Gas Protocol's Scope 3 Calculation Guidance.</p> <p>Category 8 is calculated using a lessor-specific method alongside an average data method, both of which are defined in the Greenhouse Gas Protocol's Scope 3 Calculation Guidance.</p> <p>Republic joins the widespread recognition that comprehensive and consistent reporting of Scope 3 emissions can only occur through continuous, ever-evolving process improvement. We demonstrate our commitment to continuous improvement through transparent reporting, evaluation and addition of relevant metrics, increasingly robust approaches to data collection, and regular reviews. Our work toward such continuous improvement in methodology and data availability has impacts on our reporting of year-over-year trends over time.</p>																																										
305-4	GHG Emissions Intensity	<table border="1"> <thead> <tr> <th>Emissions intensity</th> <th>2017</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Revenue (\$US Millions)</td> <td>10,042</td> <td>11,295</td> <td>13,511</td> <td>14,965</td> <td>16,032</td> </tr> <tr> <td>Scope 1 CO₂e/\$M</td> <td>1,695</td> <td>1,372</td> <td>1,144</td> <td>977</td> <td>849</td> </tr> <tr> <td>Scope 2 CO₂e/\$M</td> <td>23</td> <td>18</td> <td>14</td> <td>13</td> <td>12</td> </tr> <tr> <td>Scope 3 CO₂e/\$M</td> <td>183</td> <td>170</td> <td>144</td> <td>134</td> <td>126</td> </tr> <tr> <td>Scopes 1 & 2 CO₂e/\$M</td> <td>1,719</td> <td>1,390</td> <td>1,158</td> <td>990</td> <td>860</td> </tr> <tr> <td>Scopes 1, 2 & 3 CO₂e/\$M</td> <td>1,902</td> <td>1,560</td> <td>1,303</td> <td>1,124</td> <td>986</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	2021	2022	2023	2024	Revenue (\$US Millions)	10,042	11,295	13,511	14,965	16,032	Scope 1 CO ₂ e/\$M	1,695	1,372	1,144	977	849	Scope 2 CO ₂ e/\$M	23	18	14	13	12	Scope 3 CO ₂ e/\$M	183	170	144	134	126	Scopes 1 & 2 CO ₂ e/\$M	1,719	1,390	1,158	990	860	Scopes 1, 2 & 3 CO ₂ e/\$M	1,902	1,560	1,303	1,124	986
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GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer							
305-5	Reduction of GHG Emissions	2030 SUSTAINABILITY GOAL: Climate Leadership	2017	2021	2022	2023	2024	Change ('17-'24)	2030 Goal
		Scope 1	17,022,809	15,499,169	15,462,008	14,622,515	13,608,508	-20.1%	10,936,726
		Scope 2	233,867	199,444	186,218	190,492	185,205	-20.8%	152,013
		Science Based Target: Scopes 1 & 2	17,256,675	15,698,614	15,648,226	14,813,007	13,793,714	-20.1%	11,088,740
		Scope 3	1,841,529	1,923,905	1,951,389	2,010,695	2,012,336	9.3%	
		Scopes 1, 2 & 3	19,098,204	17,622,518	17,599,615	16,823,702	15,806,050	-17.2%	
305-7	Nitrogen Oxides (NO _x), Sulfur Oxides (SO _x), and Other Significant Air Emissions	Air emissions (metric tons)		2021	2022	2023	2024		
		NO _x (excluding N ₂ O)	Stationary	1,413	1,368	1,396	758		
			Mobile	927	929	794	767		
			Total	2,340	2,297	2,190	1,525		
		SO _x	Stationary	341	330	337	315		
			Mobile	7	7	6	6		
			Total	348	337	343	321		
		Volatile organic compounds (VOCs)	Stationary	34	33	33	42		
			Mobile	44	44	37	34		
			Total	78	77	70	76		
		Hazardous Air Pollutants (HAPs)	Stationary	53	51	53	49		
			Total	53	51	53	49		
		PM10	Mobile	10	10	9	8		
		PM2.5	Mobile	10	10	8	8		

Continued on following page

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer
305-7 <i>Continued</i>	Nitrogen Oxides (NO _x), Sulfur Oxides (SO _x), and Other Significant Air Emissions	<p>2024 SASB Report: IF-WM-120a.1</p> <p>Landfill air emissions were calculated using measured landfill gas flows at individual open or enclosed flares as reported to the U.S. EPA under the Greenhouse Gas Reporting Program (GHGRP), engineering calculations and mass balance calculations. These same gas flows are used in Republic's annual greenhouse gas reporting. It should be noted that the emissions factors and calculations used 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> <p>We solely report particulate matter emissions from mobile combustion.</p>

GRI 306: Waste [2020]

Standard	Description	Cross-Reference or Answer																					
3-3	Management of Material Topics: Waste	<p>Republic is one of North America's largest providers of environmental services, namely recycling, waste and environmental solutions. See 2024 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 2024 10-K and 2024 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 evidenced by tying our goal to increase the circularity of key materials by 40% by 2030 to executive compensation. Our Environmental Policy describes our approach to recycling and waste.</p> <p>In the context of our recycling and waste services business, the volume of recycling and waste produced by our own operations is insignificant. Within our own operations, we generate recycling and waste from our office workers, retired trucks and equipment, retired plastic and metal containers, oils and lubricants, and leachate. Reuse, repair and recycling of these items are part of our standard operating procedures, benefiting the environment, as well as our customers' and our own finances.</p>																					
306-2	Management of Significant Waste-related Impacts	<table border="1"> <thead> <tr> <th>2030 SUSTAINABILITY GOAL: Climate Leadership</th> <th>2017</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>Circular Economy: Key Materials Recovered (million tons)</td> <td>2.4</td> <td>2.6</td> <td>2.4</td> <td>2.2</td> <td>2.4</td> <td>3.4</td> </tr> <tr> <td>Renewable Energy: Beneficial biogas reuse (billion standard cubic feet)</td> <td>73.4</td> <td>76.2</td> <td>72.3</td> <td>71.7</td> <td>76.9</td> <td>110.1</td> </tr> </tbody> </table>	2030 SUSTAINABILITY GOAL: Climate Leadership	2017	2021	2022	2023	2024	2030 Goal	Circular Economy: Key Materials Recovered (million tons)	2.4	2.6	2.4	2.2	2.4	3.4	Renewable Energy: Beneficial biogas reuse (billion standard cubic feet)	73.4	76.2	72.3	71.7	76.9	110.1
2030 SUSTAINABILITY GOAL: Climate Leadership	2017	2021	2022	2023	2024	2030 Goal																	
Circular Economy: Key Materials Recovered (million tons)	2.4	2.6	2.4	2.2	2.4	3.4																	
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Continued on following page

GRI 306: Waste [2020] (Continued)

Standard	Description	Cross-Reference or Answer																														
306-2 Continued	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 2024 Sustainability Report: Climate Leadership. See GRI 2-4 for details regarding the restatement of this goal.</p> <p>In the context of the waste we produce as a result of our operations, we work with our supply chain to take back materials after their useful life for Republic. For example, we have company-wide contracts in place for the reuse and recycling of our plastic carts, steel front-load containers, trucks and heavy equipment. We also have several centralized facilities across the country dedicated to repairing and refurbishing compactors so that we may extend their useful life. Our robust tire repair program ensures that our tire partner repairs and retreads tires repeatedly until they are no longer acceptable for use. Our standardized vehicle maintenance program, OneFleet, details our high-level of maintenance standards ensuring that our vehicles remain in operation as long as feasible.</p>																														
306-3	Waste Generated	<table border="1"> <thead> <tr> <th>Operational waste generated (metric tons)</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Facility waste disposed</td> <td>10,910</td> <td>23,727</td> <td>22,924</td> <td>25,755</td> </tr> <tr> <td>Equipment waste disposed</td> <td></td> <td>157</td> <td>157</td> <td>149</td> </tr> <tr> <td>Total waste disposed</td> <td>10,910</td> <td>23,884</td> <td>23,081</td> <td>25,904</td> </tr> </tbody> </table> <p>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.</p> <table border="1"> <thead> <tr> <th>Customer waste received at our MSW landfills (million metric tons)</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Waste received</td> <td>47.2</td> <td>47.5</td> <td>48.6</td> <td>48.7</td> </tr> </tbody> </table> <p>This figure refers exclusively to our customers' waste received at our MSW landfills.</p>	Operational waste generated (metric tons)	2021	2022	2023	2024	Facility waste disposed	10,910	23,727	22,924	25,755	Equipment waste disposed		157	157	149	Total waste disposed	10,910	23,884	23,081	25,904	Customer waste received at our MSW landfills (million metric tons)	2021	2022	2023	2024	Waste received	47.2	47.5	48.6	48.7
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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> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Facility material diverted</td> <td>2,315</td> <td>7,149</td> <td>6,399</td> <td>7,856</td> </tr> <tr> <td>Equipment material diverted</td> <td></td> <td>13,290</td> <td>12,672</td> <td>7,352</td> </tr> <tr> <td>Operational diversion rate (percent)</td> <td>21.8%</td> <td>46.1%</td> <td>45.4%</td> <td>58.7%</td> </tr> <tr> <td>Total waste diverted</td> <td>2,315</td> <td>20,439</td> <td>19,071</td> <td>15,207</td> </tr> </tbody> </table> <p>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.</p>	Operational waste diverted from landfill (metric tons)	2021	2022	2023	2024	Facility material diverted	2,315	7,149	6,399	7,856	Equipment material diverted		13,290	12,672	7,352	Operational diversion rate (percent)	21.8%	46.1%	45.4%	58.7%	Total waste diverted	2,315	20,439	19,071	15,207					
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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)	2021	2022	2023	2024
		Organics	0.9	0.9	1.0	1.0
		Recycling	5.3	5.1	4.8	5.3
		Total diverted	6.2	6.0	5.8	6.3
		Total MSW received	47.5	47.5	48.6	48.7
		Customer diversion rate	12%	11%	11%	11%
		<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. The increase in recycling tons managed from 2021 to 2022 is partly due to an improvement in our accounting method. Totals may differ from the sum of the components due to rounding</p> <p>2024 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 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 Services. We work to understand their practices to develop their capabilities, and for us to grow together on these important issues.</p> <p>Our Supplier Code of Business Ethics & Conduct is included in all our contract templates, which are signed as part of the onboarding process. A Supplier who does not agree to our Supplier Code may be excluded from doing business with us. If a supplier is in breach of this Supplier Code we may take corrective actions ranging from capacity building programs to termination of our relationship with the supplier.</p> <p style="text-align: right;"><i>Continued on following page</i></p>

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

Standard	Description	Cross-Reference or Answer																								
3-3 <i>Continued</i>	Management of Supplier Environmental Assessment	<p>Suppliers able to assist us with our sustainability goals and other environmental or social initiatives may receive preference during the selection process. For example, we elect to partner with manufacturers to source products (e.g., carts, uniforms, etc.) from recycled content, and to collect those products at the end of their useful lives to be reprocessed as new products.</p> <p>Fulfilling the many aspects of our management of supplier responsibility, we provide training and education to our employees. Our onboarding training for 100% of employees includes a sustainability module and that training is reinforced through ongoing company communication through quarterly town halls, Blue Nation Online – a public website for our employees, and other channels. The importance of sustainability is regularly emphasized in the weekly supply chain huddles, monthly town halls and category reviews.</p>																								
308-1	New Suppliers That Were Screened Using Environmental Criteria	<table border="1"> <thead> <tr> <th>Supplier screening program</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total number of Tier-1 suppliers</td> <td>9,960</td> <td>9,871</td> <td>17,000</td> </tr> <tr> <td>Total number of significant suppliers in Tier-1</td> <td>1,411</td> <td>1,322</td> <td>991</td> </tr> <tr> <td>Percent of total spend on significant suppliers in Tier-1</td> <td>18%</td> <td>18%</td> <td>37%</td> </tr> <tr> <td>Total number of significant suppliers in non-Tier-1</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total number of significant suppliers (Tier-1 and non-Tier-1)</td> <td>1,411</td> <td>1,322</td> <td>991</td> </tr> </tbody> </table> <p>2023 and 2024 we introduced new tracking systems and definitions, impacting our overall count of Tier 1 suppliers.</p> <p>We take a structured approach to identifying 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 risks. To identify Suppliers to engage in our custom supplier management survey, we rank our suppliers based on their contribution to Republic's Scope 3 greenhouse gas emissions.</p> <p>We use several tools to conduct our analyses including information-gathering templates during the RFP process, supplier information reporting through Gainfront and our own supplier management survey. These assessments include reviews of business risk through 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 evaluates risks in suppliers that were using third parties geographically impacted by geo-political, environmental, and social conflicts.</p> <p>In addition to our desk-based assessments, we work directly with Suppliers in multiple ways to understand their practices. Members of Republic's purchasing team visit our suppliers to conduct on-site reviews of their manufacturing processes. As part of our supplier management program, we issue corrective action plans (CAPs) as needed and administration of these CAPs may be contractual requirements with defined performance milestones needed to maintain an ongoing relationship with Republic. In our quarterly business reviews, we review opportunities to close out corrective actions and identify additional improvement opportunities.</p>	Supplier screening program	2022	2023	2024	Total number of Tier-1 suppliers	9,960	9,871	17,000	Total number of significant suppliers in Tier-1	1,411	1,322	991	Percent of total spend on significant suppliers in Tier-1	18%	18%	37%	Total number of significant suppliers in non-Tier-1	0	0	0	Total number of significant suppliers (Tier-1 and non-Tier-1)	1,411	1,322	991
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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 & Conduct, Non-Discrimination and Equal Employment Opportunity Policy, Anti-Harassment Policy, 2024 EEO-1, and our internal Employee Handbook.</p>																														
401-1	New Employee Hires and Employee Turnover	<table border="1"> <thead> <tr> <th>Employee engagement</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>2030 SUSTAINABILITY GOAL: Talent Engaged Workforce: company-wide</td> <td>84</td> <td>85</td> <td>86</td> <td>86</td> <td>88</td> </tr> <tr> <td>Ethnically diverse</td> <td>86</td> <td>87</td> <td>87</td> <td>87</td> <td></td> </tr> <tr> <td>Female</td> <td>86</td> <td>86</td> <td>88</td> <td>88</td> <td></td> </tr> <tr> <td>Male</td> <td>84</td> <td>84</td> <td>85</td> <td>86</td> <td></td> </tr> </tbody> </table>	Employee engagement	2021	2022	2023	2024	2030 Goal	2030 SUSTAINABILITY GOAL: Talent Engaged Workforce: company-wide	84	85	86	86	88	Ethnically diverse	86	87	87	87		Female	86	86	88	88		Male	84	84	85	86	
Employee engagement	2021	2022	2023	2024	2030 Goal																											
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GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																													
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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.																																															
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 to:</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, experience and contribution. Externally we consider market competitive data that is industry focused. In addition, we perform an annual assessment of the living wage. • Retirement plan: Our 401(k) program includes market-competitive 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; Annual Incentive Plan (AIP) 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. 																																													

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GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																													
401-2 Continued	Benefits Provided to Full-Time Employees	<ul style="list-style-type: none"> • Health care: Our 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, electronics and 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>*Rewards 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>																																													
401-3	Parental Leave	<table border="1"> <thead> <tr> <th>Parental leave</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Number of eligible female employees</td> <td>7,493</td> <td>6,797</td> <td>7,714</td> <td>8,133</td> </tr> <tr> <td>Number of eligible male employees</td> <td>23,614</td> <td>28,304</td> <td>31,248</td> <td>33,177</td> </tr> <tr> <td>Number of female employees who took parental leave</td> <td>153</td> <td>152</td> <td>182</td> <td>179</td> </tr> <tr> <td>Number of male employees who took parental leave</td> <td>464</td> <td>502</td> <td>642</td> <td>665</td> </tr> <tr> <td>Number of female employees retained 12 months after return to work</td> <td>113</td> <td>104</td> <td>144</td> <td>146</td> </tr> <tr> <td>Number of male employees retained 12 months after return to work</td> <td>362</td> <td>390</td> <td>525</td> <td>537</td> </tr> <tr> <td>Female employees retained 12 months after return to work (percent)</td> <td>74%</td> <td>68%</td> <td>79%</td> <td>82%</td> </tr> <tr> <td>Male employees retained 12 months after return to work (percent)</td> <td>78%</td> <td>77%</td> <td>82%</td> <td>81%</td> </tr> </tbody> </table> <p>Employee parental leave data for the US Ecology acquisition is included starting in 2023.</p>	Parental leave	2021	2022	2023	2024	Number of eligible female employees	7,493	6,797	7,714	8,133	Number of eligible male employees	23,614	28,304	31,248	33,177	Number of female employees who took parental leave	153	152	182	179	Number of male employees who took parental leave	464	502	642	665	Number of female employees retained 12 months after return to work	113	104	144	146	Number of male employees retained 12 months after return to work	362	390	525	537	Female employees retained 12 months after return to work (percent)	74%	68%	79%	82%	Male employees retained 12 months after return to work (percent)	78%	77%	82%	81%
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GRI 403: Occupational Health and Safety [2018]

Standard	Description	Cross-Reference or Answer
3-3	Management of Occupational Health and Safety	<p>Republic is guided by our overarching Safety Policy and comprehensive safety management program, which 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 2024 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 2025 Proxy Statement: Executive Compensation: Sustainability Modifier.</p> <p>Since 2018, our Safety Amplified initiatives have driven us to continually improve our safety record and reduce incidents. Occupational Safety & Health Administration's (OSHA) Total Recordable Incident Rate (TRIR) is best in-class, and we hold ourselves accountable to this metric. Our Safety Amplified goals help us deliver additional positive impacts for our company and stakeholders.</p> <ul style="list-style-type: none"> • Help preserve our license to operate in our communities • Enhance customer trust • Streamline operational processes and increase productivity • Deliver a reputational advantage, including positioning our company as an employer of choice • Build and sustain a safety culture in all areas of business • Contribute to employee engagement <p>Six elements make up the Safety Amplified platform.</p> <ul style="list-style-type: none"> • Focus Together gives foundational safety training to prevent crashes and injuries using Line of Business-specific materials, life-changing events and hands-on skills practices. • Lead Together brings best-in-class communication channels to our employees and includes communications training for all supervisors and managers. • Partner Together emphasizes collaboration with other departments to provide a detailed holistic approach to site visits with increased executive exposure. • Innovate Together prioritizes proactive use of technology and data to prevent crashes in the changing environments where we work. • Analyze Together identifies trends for better decision-making and opportunities for growth. • Celebrate Together recognizes positive impacts and achievements by tracking Safe Days and sharing proven best practices. <p>We're working with equipment manufacturers to incorporate safety elements such as seatbelt alarms, blind-spot awareness, lane departure alarms and other potentially life-saving equipment in our fleet. Continual training, multifaceted programs and strategic partnerships are the key components of our Safety Amplified platform, which is simple by design and comprised of actions and activities that ensure safety is embedded in all we do.</p> <p>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 three winners in 2024 for Driver and Operator of the Year, two drivers and one operator. This means we received three of the four awards for the calendar year.</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 2024 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 16 Area Safety Managers; 29 Business Unit Level Safety Managers; and 19 Safety Representatives. Corporate Safety Staff includes Vice President, EHS (reports to the Chief Operating Officer); Director, Safety; 2 Senior Managers, Safety; Manager, DOT Compliance; 1 Manager, Environmental and Health Safety Programs; 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>2024 Sustainability Report: Safety, Code of Business Ethics & 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>2021</th> <th>2022</th> <th>2023</th> <th>2024</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/or 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, maintenance technicians, 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	2021	2022	2023	2024	Number of divisions	30	30	30	30
Divisions assessed	2021	2022	2023	2024								
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	<p>Safety committees are established at the division level, with both frontline employees and management who meet monthly to address concerns. Participants rotate periodically to bring diverse perspectives.</p> <p>Through the Focus Together program, management and frontline employees discuss occupational health and safety topics weekly and involve workers in annual policy reviews.</p> <p>Workers can directly report route hazards, near misses, and other concerns to their immediate supervisors, ensuring effective risk control.</p>																																													
403-5	Worker Training on Occupational Health and Safety	<table border="1"> <thead> <tr> <th>Type of training</th> <th>Count</th> <th>Units</th> <th>Hours/course</th> <th>Total hours</th> </tr> </thead> <tbody> <tr> <td>Safety Refresher Training</td> <td>25,000</td> <td>All Safety Sensitive Employees</td> <td>0.5</td> <td>12,500</td> </tr> <tr> <td>New Driver Training</td> <td>4,044</td> <td>Drivers</td> <td>160</td> <td>647,040</td> </tr> <tr> <td>Train-the-Trainers</td> <td>1,124</td> <td>Trainers</td> <td>2.5</td> <td>2,810</td> </tr> <tr> <td>Crash and Injury Investigation</td> <td>205</td> <td>Supervisors</td> <td>2.5</td> <td>513</td> </tr> <tr> <td>Safety Core Competencies</td> <td>462</td> <td>Supervisors</td> <td>2.5</td> <td>1,155</td> </tr> <tr> <td>Total hours of Safety Training</td> <td></td> <td></td> <td></td> <td>801,518</td> </tr> </tbody> </table> <p>Safety Refresher Training is required by all safety-sensitive employees, which varied from month to month, but numbered more than 25,000 as of December 31, 2024. Contingent employees received safety training at time of assignment in 2024 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>	Type of training	Count	Units	Hours/course	Total hours	Safety Refresher Training	25,000	All Safety Sensitive Employees	0.5	12,500	New Driver Training	4,044	Drivers	160	647,040	Train-the-Trainers	1,124	Trainers	2.5	2,810	Crash and Injury Investigation	205	Supervisors	2.5	513	Safety Core Competencies	462	Supervisors	2.5	1,155	Total hours of Safety Training				801,518										
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403-9	Work-related Injuries	<table border="1"> <thead> <tr> <th>Safety performance</th> <th>2017</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>2030 SUSTAINABILITY GOAL: Incident Reduction: OSHA TRIR</td> <td>3.6</td> <td>3.6</td> <td>3.6</td> <td>3.5</td> <td>3.2</td> <td>2.0</td> </tr> <tr> <td>OSHA Reportable Fatalities</td> <td>2</td> <td>2</td> <td>2</td> <td>3</td> <td>0</td> <td>0</td> </tr> <tr> <td>Fatalities Operating Collection Vehicles</td> <td>4</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>2030 SUSTAINABILITY GOAL: Safety Amplified: Total Fatalities</td> <td>6</td> <td>2</td> <td>2</td> <td>3</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <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. 2022 and 2023 safety data is updated to reflect incidents reported after year-end close.</p> <table border="1"> <thead> <tr> <th>Lost-time injury frequency rate</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>LTIFR</td> <td>6.58</td> <td>5.78</td> <td>5.18</td> <td>5.12</td> </tr> </tbody> </table> <p>Lost-time injuries frequency rate (LTIFR) is calculated as: (Number of lost-time injuries x 1,000,000) / Total hours worked in the reporting period.</p>	Safety performance	2017	2021	2022	2023	2024	2030 Goal	2030 SUSTAINABILITY GOAL: Incident Reduction: OSHA TRIR	3.6	3.6	3.6	3.5	3.2	2.0	OSHA Reportable Fatalities	2	2	2	3	0	0	Fatalities Operating Collection Vehicles	4	0	0	0	0	0	2030 SUSTAINABILITY GOAL: Safety Amplified: Total Fatalities	6	2	2	3	0	0	Lost-time injury frequency rate	2021	2022	2023	2024	LTIFR	6.58	5.78	5.18	5.12
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GRI 404: Training and Education [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Training and Education	<p>At Republic Services, we believe that comprehensive employee training and education are essential for positively affecting the economy, environment, and society. Our talent strategy prioritizes employee development, offering opportunities for career growth, sustainable process implementation, ethical conduct, and inclusive practices.</p> <p>We are committed to investing in training and education for all employees, from day-one onboarding to ongoing professional development. Our training programs cover a wide range of critical areas:</p> <ul style="list-style-type: none"> • Safety: Including accident reporting and investigation, safe vehicle operation, proper use of seatbelts, and personal protective equipment (PPE) • Occupational Safety and Health Administration (OSHA): The field receives monthly training topics that cover OSHA required training; Lock Out/Tag Out (LOTO), Confined Space, Blood Borne Pathogens, Hazard Communications, Heat Illness prevention and any additional needed OSHA requirements. • Environmental: Encompassing waste management regulations (Resource Conservation and Recovery Act - RCRA), transportation safety rules (Department of Transportation - DOT), stormwater management, environmental compliance and landfill operations • Ethics & Compliance: Covering topics including, harassment prevention, our Code of Business Ethics and Conduct, ethical leadership, conflicts of interest, antitrust policy, and guidelines for gifts and entertainment involving public officials. • Professional Development: Offering various skill-building opportunities (as detailed in GRI 404-2) <p>We manage enterprise-wide initiatives centrally through a dedicated learning management system (LMS), while allowing for decentralized, localized programs to address specific needs.</p> <p>Our training and education programs align with strategic business goals and are tied to key performance metrics. We consistently evaluate all development opportunities to ensure positive employee and business impact, measuring employee sentiment and learning and behavioral and performance improvement.</p> <p>The governance of our training and education initiatives is driven by both enterprise-level goals and functional strategic business goals. Our governing principles outline the distribution of rights, responsibilities, and decision-making parameters among organizational participants. This framework helps align stakeholders with our strategic learning agenda and is reviewed regularly to adapt to evolving business needs and maximize impact.</p> <p>To further support our employees' educational aspirations, we have partnered with the University of Phoenix. This collaboration provides flexible and cost-effective options for full-time and part-time employees pursuing degrees, certificates or individual courses.</p> <p>Through these comprehensive efforts, Republic Services proves its commitment to continuous learning, employee growth, and organizational development. This approach not only enhances individual capabilities but also strengthens our collective competence, ensuring we stay adaptable and competitive in an ever-evolving business landscape.</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>2021</th> <th>2022</th> <th>2023</th> <th>2024</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>112</td> <td>112</td> <td>112</td> <td>120</td> </tr> <tr> <td>Leadership*</td> <td>36</td> <td>52</td> <td>54</td> <td>56</td> </tr> </tbody> </table>	Average onboarding training hours per role	2021	2022	2023	2024	Drivers – including classroom, skills activities and on-route training	132	132	132	132	Customer Service Agents	112	112	112	120	Leadership*	36	52	54	56
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		Customer Service Agents	112	112	112	120																
		Leadership*	36	52	54	56																
		In addition to formal training provided by Republic shown above, our employees receive training and development through on-the-job experience, third-party vendors and mentoring.																				
		*Based on 36 hours for Hauling Supervisor Onboarding / Operations Manager Onboarding and 18 hours for Leadership Fundamentals.																				
		<table border="1"> <thead> <tr> <th>Ongoing training</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</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 development*</td> <td>\$276</td> <td>\$287</td> <td>\$315</td> <td>\$398</td> </tr> </tbody> </table>	Ongoing training	2021	2022	2023	2024	Average hours per FTE of training and development	16	16	16	16	Average spend per FTE on training and development*	\$276	\$287	\$315	\$398					
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*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>At Republic Services, we believe that investing in our people is crucial for our success and sustainability. Our comprehensive employee learning and development strategy combines centralized and localized approaches to ensure maximum effectiveness. We offer a diverse range of development courses through various mediums, including live sessions, online platforms and internal resources. This multi-faceted approach allows for flexibility and accessibility in employee growth.</p> <p>A cornerstone of our talent management is the annual Talent Review process. This systematic evaluation shows specific development opportunities for each employee, fostering meaningful discussions between leaders and their team members. These conversations drive personalized development planning and goal setting.</p> <p>At the heart of our talent strategy is our commitment to attracting, developing, engaging and growing a high-performing, diverse workforce across all levels of the organization. Our array of programs and skill-building opportunities are carefully designed to reinforce our company values while equipping employees with the fundamental skills necessary for success in various roles.</p> <p>By investing in our people’s growth, we not only enhance individual capabilities but also strengthen our collective organizational competence, ensuring we stay adaptable and competitive in an ever-evolving business landscape.</p> <p>Republic Services leads the industry with its innovative Technical Institute, offering complimentary, compensated training for both new and existing maintenance technicians. New trainees receive a nine-week paid education program at no cost to them along with subsidized housing. Upon successful completion, they are offered full-time technician positions within Republic, along with a package of tools and relocation aid when necessary. This program was created in collaboration with the U.S. Department of Labor and Lincoln Tech, a renowned institution for post-secondary education in automotive, diesel and skilled trades.</p> <p>Additionally, Republic Services provides a comprehensive CDL Driver Training program. This initiative is designed to help both internal and external candidates progress from non-CDL status to obtaining a Department of Transportation Permit and ultimately becoming licensed CDL drivers for the company. The program encompasses exam preparation materials, pre- and post-trip practice sessions, firsthand driving instruction, skills development and access to company vehicles for training purposes.</p>																				

Continued on following page

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	<p>Republic Services offers a comprehensive suite of talent development programs and initiatives. The SkillBridge program, in partnership with the U.S. Department of Defense, provides three- to six-month internships for active-duty service members transitioning to civilian workforce. Our MBA Summer Internship Program offers paid opportunities for direct field operations experience and executive leadership exposure. We also offer full-time rotational development programs, including the General Manager Acceleration Program (GMAP) and Operations Manager Acceleration Program (OMAP), to recruit and advance talent throughout the company. Recently, we've introduced internal leadership development programs to support the career advancement of high-potential employees into critical operational roles. These initiatives collectively prove our commitment to attracting, developing, and retaining a diverse and talented workforce across all levels of our organization.</p> <p>Republic Services offers a comprehensive leadership development program at various levels. Our two-day, in-person Leadership Fundamentals course is available to leaders at all levels, equipping them with essential concepts, tools and skills. This course aims to build confidence in fostering productive relationships with employees and developing talent through effective performance management.</p> <p>For mid-level managers, we've created the Republic Services Leadership Academy (RSLA), a robust nine-month program. RSLA utilizes the reputable ExecOnline platform to deliver leadership and business modules. Participants focus on key areas such as self and people leadership, customer centricity, and business acumen. The RSLA's enrollment process is designed to build a diverse talent pipeline, ensuring we cultivate a wide range of perspectives and skills within our leadership ranks.</p> <p>These programs reflect our commitment to continuous learning and development, helping our leaders adapt to evolving business challenges while fostering a culture of growth and innovation throughout the organization.</p>																				
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	<table border="1"> <thead> <tr> <th>Percentage of eligible employees who received a performance review</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>% of Eligible Employees</td> <td>91%</td> <td>91%</td> <td>93%</td> <td>96%</td> </tr> <tr> <td>% of Eligible Females</td> <td>91%</td> <td>93%</td> <td>93%</td> <td>98%</td> </tr> <tr> <td>% of Eligible Males</td> <td>91%</td> <td>91%</td> <td>92%</td> <td>96%</td> </tr> </tbody> </table> <p>Annual talent Performance processes at Republic Services include the talent review/calibration process, annual performance reviews and mid-year employee 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. Managers are provided with performance review templates to outline employee strengths and opportunities, and to include input from direct reports, peers, and other collaborators of their employees. Ineligible employees include union employees and employees who started on or after October 1, 2024. During our performance review and calibration process, high-potential employees are identified to provide targeted career development and build our bench of talent. Managers conduct mid-year talent reviews and hold post talent review conversations to discuss performance, goals and areas of development with eligible employees. Documentation for these annual talent processes are managed on the basis of objectives defined jointly by managers and employees, and they are recorded in our Workday system. In addition to the formal process, managers are expected to frequently provide coaching and feedback, discuss performance, and enable career development with their employees throughout the year. The above table represents the eligible employee population that received a performance review and the breakdown of the eligible population by gender.</p>	Percentage of eligible employees who received a performance review	2021	2022	2023	2024	% of Eligible Employees	91%	91%	93%	96%	% of Eligible Females	91%	93%	93%	98%	% of Eligible Males	91%	91%	92%	96%
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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. Our commitment to inclusion and diversity starts at the top of our organization, as outlined in our Mission of Supporting an Inclusive Culture (MOSAIC), established in 2013, and supported by the MOSAIC Council. The MOSAIC Council consists of leaders from across the company who serve as thought partners to the EVP, Chief Human Resources Officer and senior management to articulate the pulse of the organization, to help develop and support the company's I&D strategy, to support all I&D activities, and to serve as role models and ambassadors of I&D within the organization including educating, communicating and messaging. This enables us to continue to develop new strategies and activities that are tied to the needs of our employees, customers and business with the goal of creating an even more inclusive work environment and diverse workforce.</p> <p>Our 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 strongly believe 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 colleagues to develop communities, and we offer this connectivity through our business resource groups, including Women of Republic, VALOR (Veterans, Advocacy, Learning, Outreach and Recruiting), Black Employee Network, Unidos, Prism, and AAPI of Republic. Business Resource Groups are available to all employees.</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)	2021	2022	2023	2024
		Female share of board of directors	33.3%	33.3%	33.3%	30.8%
		Female share of total workforce	19.5%	19.9%	19.6%	19.7%
		Females in all management positions, including junior, middle and senior management	23.5%	24.5%	23.9%	24.4%
		Females in junior management positions, i.e., first level of management	22.6%	22.3%	20.3%	20.3%
		Females in top management positions, i.e., maximum two levels away from the CEO or comparable positions	38.10%	32.0%	43.8%	40.0%
		Female share of management positions in revenue-generating functions	12.9%	12.3%	12.9%	14.2%
		Race and ethnicity (percent of total workforce)	2021	2022	2023	2024
		Non-white (excluding ethnically unknown)	47.2%	47.2%	47.5%	48.3%
		Asian	1.5%	1.5%	1.6%	1.7%
		Black or African American	19.4%	19.1%	18.6%	18.5%
		Hispanic or Latino	23.5%	23.7%	24.4%	25.1%
		White	52.7%	52.8%	52.5%	51.7%
		Indigenous or Native	0.7%	0.7%	0.8%	0.8%
		Other	2.2%	2.1%	2.2%	2.3%
		Age diversity	2021	2022	2023	2024
		<30 years old	11.0%	12.1%	12.0%	12.0%
		30-50 years old	48.0%	50.2%	50.0%	49.8%
		>50 years old	41.0%	37.7%	38.0%	38.2%
		Veterans (percent of total workforce)	2022	2023	2024	
		Veterans	10.7%	11.4%	12.0%	

GRI 413: Local Communities [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Local Communities	<p>Our Human Rights Policy and Environmental Policy define our commitment to be good neighbors in the communities in which we live and work. These commitments are 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 under our National Neighborhood Promise (NNP) program. Founded in 2017, the foundation has funded 100 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 hundreds of 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 and our 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>Community investment 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 2024 Sustainability Report: Communities.</p>

GRI 413: Local Communities [2016] (Continued)

Standard	Description	Cross-Reference or Answer													
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	100% of our operations have local community engagement and/or local community development programs available to them via the three giving pathways described in GRI 3-3: 413 Local Communities :													
		<table border="1"> <thead> <tr> <th>2030 SUSTAINABILITY GOAL: Communities</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2030 Goal</th> </tr> </thead> <tbody> <tr> <td>Community Investment: People Positively Impacted (millions, cumulative)</td> <td>5.9</td> <td>9.4</td> <td>14.1</td> <td>19.3</td> <td>45</td> </tr> </tbody> </table>	2030 SUSTAINABILITY GOAL: Communities	2021	2022	2023	2024	2030 Goal	Community Investment: People Positively Impacted (millions, cumulative)	5.9	9.4	14.1	19.3	45	
		2030 SUSTAINABILITY GOAL: Communities	2021	2022	2023	2024	2030 Goal								
		Community Investment: People Positively Impacted (millions, cumulative)	5.9	9.4	14.1	19.3	45								
		In 2024, Republic Services positively impacted over 5.1M people.													
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Republic gave approximately \$10.4 million back to the communities it serves in 2024.															
413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	2024 SASB Report: IF-WM-120a.2 ; 2024 Sustainability Report													

GRI 414: Supplier Social Assessment [2016]

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

GRI 415: Public Policy [2016]

Standard	Description	Cross-Reference or Answer																				
3-3	Management of Public Policy	<p>We recognize the importance of transparency and compliance related to political contributions for our stakeholders. The company and its sponsored PAC follow all applicable federal, state and local campaign finance regulations regarding public disclosure. Reports are filed with applicable agencies, which are then made available to company employees and the public at large via websites or via request as dictated by the agency. Our Political Contributions Policy describes our protocols for political engagement, our PAC and our involvement with trade organizations.</p> <p>Republic's policy focus areas are related to sustainability, environment, recycling, solid waste, industrial and hazardous waste, energy, transportation, labor and taxes. We work closely with our trade associations, lobbying teams and other partners to develop and maintain positions on policy matters that are consistent with our corporate strategy and sustainability objectives, where possible.</p>																				
415-1	Political Contributions	<table border="1"> <thead> <tr> <th>Political contributions (\$ USD)</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Recipient: Federal lobbying (USA)</td> <td>\$237,500</td> <td>\$327,500</td> <td>\$390,000</td> <td>\$390,000</td> </tr> <tr> <td>Recipient: Local, regional, national political campaigns/organizations/candidates (USA)</td> <td>\$785,345</td> <td>\$1,162,017</td> <td>\$737,448</td> <td>\$1,299,744</td> </tr> <tr> <td>Recipient: Trade associations/Tax-exempt groups (USA)</td> <td>\$516,830</td> <td>\$545,240</td> <td>\$647,321</td> <td>\$660,681</td> </tr> </tbody> </table> <p>Significant contributions (above \$25,000 per year) include the following:</p> <ol style="list-style-type: none"> 1. West Front Strategies in the amount of \$240,000. West Front Strategies represents Republic as registered lobbyists on federal policy, legislation and regulatory matters. 2. Alignment Government Strategies in the amount of \$150,000. Alignment Government Strategies is a federal government relations firm that historically represented US Ecology and now represents Republic. 3. National Waste & Recycling Association (NWRA) in the amount of \$537,250. NWRA is the leading voice of the North American waste and recycling industry on advocacy, education and safety. The trade association advocates on policy, legislation and regulatory matters at federal and state levels. 4. Environmental Technology Council (ETC) in the amount of \$98,431. The ETC is the leading trade association for commercial businesses involved in recycling, treatment and disposal of industrial and hazardous wastes. The ETC is a trade association long-supported by legacy US Ecology, in which Republic now actively participates. 5. National Association of Manufacturers (NAM) in the amount of \$25,000. The NAM is a not-for-profit trade association that works for the success of 13 million people who make things in America. Representing over 14,000 member companies, NAM advocates for federal and state policies pertaining to free enterprise, competitiveness, individual liberty and equal opportunity. 	Political contributions (\$ USD)	2021	2022	2023	2024	Recipient: Federal lobbying (USA)	\$237,500	\$327,500	\$390,000	\$390,000	Recipient: Local, regional, national political campaigns/organizations/candidates (USA)	\$785,345	\$1,162,017	\$737,448	\$1,299,744	Recipient: Trade associations/Tax-exempt groups (USA)	\$516,830	\$545,240	\$647,321	\$660,681
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Sustainability in Action™



2024 Republic Services SASB Report

This report was prepared following the SASB Waste Management Sustainability Accounting Standard, Version 2023-12, using the reporting entity described in the Annual Report on Form 10-K for the year ended December 31, 2024 (2024 10-K) of Republic Services, Inc. All data is as of December 31, 2024, for calendar year 2024. Learn more about our sustainability reporting¹ at RepublicServices.com/Sustainability. We invite you to share your thoughts with us at Sustainability@RepublicServices.com.

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 2024 10-K, particularly under Part I, Item 1A – Risk Factors, and in our Quarterly Reports on Form 10-Q. Additionally, new risk factors emerge from time to time, and it is not possible for us to predict all such risk factors, or to assess the impact such risk factors might have on our business or sustainability programs and goals. We undertake no obligation to update publicly any forward-looking statements whether as a result of new information, future events or otherwise, except as required by law.

¹We produce sustainably reports aligned with numerous standards, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), all of which are available on our [sustainability reporting page](#).

2024 Republic Sustainability Accounting Metrics

SASB Code	Sustainability Accounting Metric	Units	2022	2023	2024
Greenhouse Gas (GHG) Emissions					
IF-WM-110a.1	(1) Gross global Scope 1 emissions	Metric tons CO ₂ e	15,462,008	14,622,515	13,608,508
	(2) Percentage covered under emissions-limiting regulation	Percent	83%	95%	84%
	(3) Percentage covered under emissions-reporting regulations	Percent	67%	76%	97%
	<p>(1)-(3) Scope 1 emissions include emissions from landfills where Republic has operational control, fleet and buildings. In the absence of viable measurement methods, landfill emissions are based on projection models. We use the Solid Waste Industry for Climate Solutions (SWICS) methodology, which allows us to represent the emissions reductions from investments such as landfill cover and gas collection systems in grades. As an identifiable and verifiable standard, SWICS meets the methodology requirements of the Greenhouse Gas Protocol. We have restated previous years' emissions back to our GHG reduction goal's 2017 baseline to reflect acquisitions and divestitures during the reporting period. For further restatement information and information on gases covered and calculation methodology, see our 2024 GRI Report: 2-4 and 305-1. For more information on our greenhouse gas reduction goal, which has been approved by the Science Based Target initiative (SBTi), see our 2024 Sustainability Report.</p> <p>(2) This figure reflects the percentage of total Scope 1 emissions reported in the stated year, which may differ from the rebaselined values shown in this report, that are covered by U.S. EPA's Standards of Performance for Municipal Solid Waste Landfills (US 40 CFR Part 60, Subparts WWW and XXX) and Emissions Guidelines and Compliance Times for Municipal Solid Waste Landfills (U.S. 40 CFR Part 60, Subparts Cc and Cf), as well as the State of California's Landfill Methane Control Measure (17 CCR §§ 95460 – 95476). (3) This figure reflects the percentage of total Scope 1 emissions covered under emissions reporting regulations of the U.S. EPA Greenhouse Gas Reporting Program, which only applies to certain landfill types and those that emit >25,000 MTCO₂e/year.</p>				
IF-WM-110a.2	(1) Total landfill gas recovered	MMBTU	78,411,864	77,620,558	77,439,287
	(2) Percentage flared	Percent	55%	56%	53%
	(3) Percentage used for energy	Percent	45%	44%	47%
	<p>(1)-(3) For more information about our Renewable Energy goal, our progress and related initiatives, see our 2024 Sustainability Report. (1) Reporting represents landfill gas collected in both open and closed landfills via gas collection systems, and is typically described as "landfill gas recovered." Landfill gas generated (requested in SASB guidelines) is a calculated amount, using U.S. 40 CFR Part 98 Subpart HH and is imprecise; therefore, we report landfill gas recovered. (2) Flaring landfill gas effectively destroys certain regulated air pollutants while also thermally oxidizing the methane content of the gas. Thermal oxidation results in flue gases that have a 96% lower global warming potential than methane.</p>				

2024 Republic Sustainability Accounting Metrics

SASB Code	Sustainability Accounting Metric	Units	2022	2023	2024
IF-WM-110a.3	<p>Description of long-term and short-term strategy or plan to manage Scope 1 and life-cycle emissions, emission-reduction targets and an analysis of performance against those targets:</p> <p>We have taken a bold position to leverage research and innovation to combat climate change. Landfill methane emissions, vehicle and equipment emissions, and our buildings' electricity consumption all contribute to climate change. This is why we have adopted an aggressive target for reducing our operational GHG emissions, approved by the Science Based Targets initiative (SBTi). Our goal is to reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions 35% by 2030, from a 2017 baseline year. This goal supports the United Nations "Climate Action" Sustainable Development Goal, 13.2 – reduce GHG emissions. We have also set an interim target to reduce absolute Scope 1 and 2 emissions 10% by 2025. We are accomplishing our reductions through:</p> <ol style="list-style-type: none"> 1. Landfill innovation (e.g. monitoring and measurement, gas collection and control systems, landfill gas-to-energy) 2. Diversion from landfill (e.g., composting and other organics processing, recycling) 3. Fleet emissions reductions (e.g., electrification, route optimization, changes in driver behavior) 4. Emissions reductions when we build (e.g., site selection, building materials and insulation, energy efficiency measures) <p>For more information about progress toward our GHG reduction goal and related initiatives, refer to the Climate Leadership section of our 2024 Sustainability Report, 2024 GRI Report: 305, 2024 TCFD and FY2024 CDP Climate Change response.</p>				
Fleet Fuel Management					
IF-WM-110b.1	(1) Fleet fuel consumed	GJ	26,045,093	22,939,024	21,546,829
	(2) Percentage natural gas	Percent	16%	18%	19%
	(3) Percentage renewable	Percent	16%	18%	19%
<p>(1)-(3) See our 2024 GRI Report: 2-4. (1) Reporting represents fuel consumed by collection and service vehicles. (2) Reporting includes renewable natural gas. (3) Consistent with the U.S. Renewable Fuel Standard (U.S. 40 CFR § 80.1401), value includes renewable natural gas.</p>					
IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	Percent	20%	20%	21%
<p>Reporting represents compressed natural gas (CNG) and electric vehicles as a percentage of recycling and solid waste collection vehicles. For more information about our energy and fuel management, our progress and related initiatives, see our 2024 Sustainability Report and 2024 GRI Report: 302.</p>					
Air Quality					
IF-WM-120a.1	(1) NO _x (excluding N ₂ O)	Metric tons	2,297	2,190	1,525
	(2) SO _x	Metric tons	337	343	321
	(3) Volatile organic compounds (VOCs)	Metric tons	78	70	76
	(4) Hazardous air pollutants (HAPs)	Metric tons	51	53	49
<p>For more information about reporting on these substances, see our 2024 GRI Report.</p>					

2024 Republic Sustainability Accounting Metrics

SASB Code	Sustainability Accounting Metric	Units	2022	2023	2024
IF-WM-120a.2	Number of facilities in or near areas of dense population	Open Landfills	77	75	81
		Closed Landfills	74	79	73
	<i>Value changes are largely attributable to adjustments in population data.</i>				
IF-WM-120a.3	Number of incidents of non-compliance associated with air quality permits, standards, and regulations	Number	NR*	NR*	NR*
	<i>SASB reporting guidelines are unclear for this metric. We have opted to report on Item 103 of SEC Regulation S-K in our own metric, as noted in RSG-AQ-01, below.</i>				
RSG-AQ-01	SEC disclosable environmental enforcement proceedings relating to air and odor	Number	0	0	0
	<i>Effective November 19, 2020, Item 103 of the SEC's Regulation S-K requires disclosure of certain environmental matters when a governmental authority is a party to the proceedings and the proceedings involve potential monetary sanctions unless we reasonably believe the monetary sanctions will not equal or exceed a threshold which we determine is reasonably designed to result in disclosure of any such proceeding that is material to our business or financial condition. We have determined such disclosure threshold to be \$1,000,000, which is a change from the former threshold of \$100,000, previously required by SEC Regulation S-K. We have had no new proceedings to report under Item 103. For more information about our air quality management, our progress and related initiatives, see our 2024 Sustainability Report and 2024 GRI Report: 305 and 2-27</i>				
Management of Leachate and Hazardous Waste					
IF-WM-150a.1	(1) Total Toxic Release Inventory (TRI) releases	Metric tons	10,300	12,009	See below
	(2) Percentage released to water	Percent	<0.01%	<0.01%	See below
	<i>Due to TRI reporting timeline, this metric lags by one year, thus 2024 values will be reported in our 2025 reporting. For more information about our releases, see RSG-ML-02. Nonetheless, we provide three years of data for reporting consistency and in 2021 our TRI releases totaled 13,719 metric tons, with less than 0.01% released to water.</i>				
IF-WM-150a.2	Number of corrective actions implemented for landfill releases	Number	NR*	NR*	NR*
	<i>IF-WM-150a.2 SASB reporting guidelines are unclear for this metric. For more information, see RSG-ML-01.</i>				
IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	Number	NR*	NR*	NR*
	<i>IF-WM-150a.3 SASB reporting guidelines are unclear for this metric. For more information, see RSG-ML-01.</i>				
RSG-ML-01	SEC disclosable enforcement proceedings relating to management of leachate, water and hazardous waste	Number	0	0	0
	<i>See notes regarding Item 103 of SEC Regulation S-K under RSG-AQ-01 in this report.</i>				

2024 Republic Sustainability Accounting Metrics

SASB Code	Sustainability Accounting Metric	Units	2022	2023	2024
RSG-ML-02	Total leachate collected and treated	Million gallons	1,811	1,817	1,840
	<i>Reporting represents leachate treated either by Republic or by a third party and then returned to the water cycle or properly disposed. For more information about our leachate management, our progress and related initiatives, see our 2024 Sustainability Report and 2024 GRI Report: 303.</i>				
Labor Practices					
IF-WM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Percent	23%	23%	22%
	<i>For more information on collective bargaining agreements, see page 24 of our 2024 10-K.</i>				
IF-WM-310a.2	(1) Number of work stoppages involving 1,000 or more workers lasting one full shift or longer	Number	0	0	0
	(2) Total days idle as a result of work stoppages	Days	0	0	0
	<i>Work stoppages reported in accordance with SASB guidelines, i.e., involving 1,000 or more workers lasting one full shift or longer. For more information about our employee engagement goal, our progress and related initiatives, see our 2024 Sustainability Report and 2024 GRI Report: 401.</i>				
Workforce Health & Safety					
IF-WM-320a.1	(1) Total Recordable Incident Rate (TRIR)	Rate	3.6	3.5	3.2
	(2) Fatality rate	Rate	4.5	6.5	0
	(3) Near Miss Frequency Rate (NMFR) for (a) direct employees and (b) contract employees	Rate	NR*	NR*	NR*
	<i>(1) TRIR includes employee and temporary third-party labor and is calculated using OSHA reporting guidelines. All incidents, regardless of whether treated in-house or externally, are recorded. 2022 and 2023 data is updated to reflect incidents reported after yearly close. (2) Fatality rate is calculated per 100,000 full-time equivalent employees, consistent with OSHA and Bureau of Labor Statistics (BLS) reporting guidance. (3a & 3b) Republic does not track near miss data.</i>				
IF-WM-320a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance and (6) Hazardous Materials Compliance	Percent	See below	See below	See below
	<i>The Federal Motor Carrier Safety Administration (FMCSA) calculates BASIC percentiles for the 60+ Department of Transportation numbers under which Republic operates. These scores are publicly available at Ai.fmcscsa.gov/SMS.</i>				
IF-WM-320a.3	Number of road accidents and incidents	Number	NR*	NR*	NR*
	<i>Due to a quality issue with data provided by a third party, Republic is unable to report on this item for 2024. We are in the process of upgrading our data collection systems to align with reporting requirements. For more information about our safety goals, our progress and related initiatives, see our 2024 Sustainability Report and 2024 GRI Report: 403.</i>				

2024 Republic Sustainability Accounting Metrics

SASB Code	Sustainability Accounting Metric	Units	2022	2023	2024
Recycling and Resource Recovery					
IF-WM-420a.1	(1) Amount of waste incinerated in owned or operated facilities	Metric tons	0	0	0
	(2) Percentage of waste incinerated that is hazardous	Percent	0%	0%	0%
	(3) Percentage of waste incinerated used for energy recovery	Percent	0%	0%	0%
	<i>Republic does not own or operate waste incineration facilities.</i>				
IF-WM-420a.2	(1) Percentage of customers receiving recycling services by customer type:				
	Residential (municipal + open market)	Percent	76%	74%	75%
	Small container	Percent	26%	27%	27%
	Large container	Percent	18%	26%	26%
	(2) Percentage of customers receiving organics services by customer type:				
	Residential (municipal + open market)	Percent	25%	27%	26%
	Small container	Percent	4%	5%	6%
	Large container	Percent	1%	2%	2%
	<i>The customer categories shown above are consistent with Republic's financial reporting for collection services. Republic Services offers both single-stream and multi-stream recycling services as well as organics recycling services.</i>				
	IF-WM-420a.3	(1) Amount of material recycled	Million metric tons	3.1	2.9
(2) Amount of organics diverted		Million metric tons	0.9	1.1	1.0
(3) Amount of materials processed as waste to energy		Million metric tons	42.2	44.4	46.8
<i>(1) Reporting represents metric tons of material processed at a Republic -owned or -operated recycling facility. (2) Reporting includes metric tons composted and food waste pre-processed at a Republic-owned or -operated facility. Reporting does not include organics collected by Republic and taken to a third-party facility for processing. (3) Reporting represents tons of waste received at a Republic -owned or -operated landfill with a gas-to-energy recovery system. Historic values have been updated to align with updated methodologies. For more information about our Circular Economy goal and related initiatives, see our 2024 Sustainability Report.</i>					
IF-WM-420a.4	(1) Amount of electronic waste collected	Metric tons	262	292	201
	(2) Percentage of materials recovered from electronic waste through recycling	Percent	>99%	>99%	>99%
	<i>Reporting represents volumes collected by Republic as electronic waste and processed by a third party.</i>				

2024 Republic Activity Metrics

SASB Code	Sustainability Accounting Metric	Units	2022	2023	2024
IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential and (5) other <i>Republic does not classify customer counts by these categories.</i>	Number	NR*	NR*	NR*
IF-WM-000.B	Vehicle fleet size <i>Collection fleet comprises recycling and solid waste vehicles as reported in our 2024 10-K. Historical counts do not reflect subsequent acquisitions.</i>	Number of collection vehicles, service vehicles and heavy equipment	29,240	30,630	31,050
		Collection fleet only	16,900	17,200	17,600
IF-WM-000.C	Landfills	Total Active Landfills	206	207	208
		Closed Landfills	128	126	125
	Transfer Stations	Number	233	246	248
	Recycling Centers	Number	71	74	75
	Organics Facilities	Number	19	22	23
	Incinerators	Number	0	0	0
	All Other Facilities	Number	507	484	491
<i>Closed landfills represent those for which we had post-closure responsibility and do not distinguish hazardous landfills, which do not accept putrescible or organic wastes that generate landfill gases. We report the breakdown of operations included under All Other Facilities in our 2024 10-K.</i>					
IF-WM-000.D	Amount of material managed by our business <i>We use the amount of material we manage when calculating and evaluating intensity comparisons. Data includes the categories Municipal Solid Waste, Recycling, E&P (extraction and production) and TSDF (treatment, storage and disposal facilities). We track volumes in short tons and convert to metric tons per SASB guidelines.</i>	Million metric tons	97.4	98.6	97.6
RSG-AM-01	Revenue	Million USD	13,511	14,965	16,032