



### 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 <u>limited assurance</u> 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 <u>RepublicServices.com/sustainability/reporting</u>.

#### 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 sustainabi



#### 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** 

**Employee fatalities** 

Incident Reduction

<2.0

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

**Engaged** Workforce

88

Achieve and maintain employee engagement scores at or above 88

**TALENT** 



**COMMUNITIES** 

**Community** Investment

**45M** 

Create sustainable neighborhoods through strong community partnerships for 45 million people



**CLIMATE LEADERSHIP** 

#### **Emissions Reduction<sup>1</sup>**

35%

Reduce absolute Scope 1 and 2 greenhouse gas emissions 35%<sup>2</sup>

#### **Circular Economy**

40%

Increase recovery and circularity of key materials by 40% on a combined basis<sup>2</sup>

#### **Renewable Energy**

50%

Increase beneficial reuse of biogas by 50%<sup>2</sup>



- <sup>1</sup> 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.
- <sup>2</sup> 2017 baseline year

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**SAFETY** 

O employee fatalities

13K collision-avoidance systems in trucks

77%
of collection routes automated

24% safer than industry average

According to OSHA recordable rates for the past 10 years



since 2017

**CLIMATE LEADERSHIP** 

**20%** reduction in Scope 1 and 2 GHG emissions

\$856M

in sustainability investments

6
new RNG projects
brought online

11K

acres of open space preserved at landfills





**TALENT** 

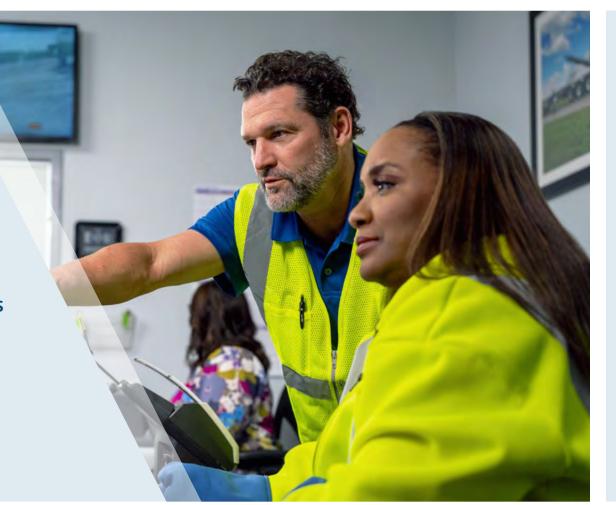
**86**employee
engagement score

**87**technicians graduated from Technical Institute

110

ROAD-EO National Championship finalists

5K+
veterans
employed





**COMMUNITIES** 

15
high-impact revitalization projects funded

910 Community Grants 35
states benefited by community investments

**5.11VI** 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**

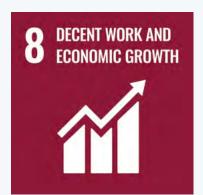
 EHS program encompasses environmental compliance, employee health and safety

**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**

- RESPONSIBLE CONSUMPTION CONSUMPTION AND PRODUCTION
- 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



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.







For more information, please view our 2025 Proxy Statement.

2025 Proxy Statement







Climate Leadership

Communities





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.

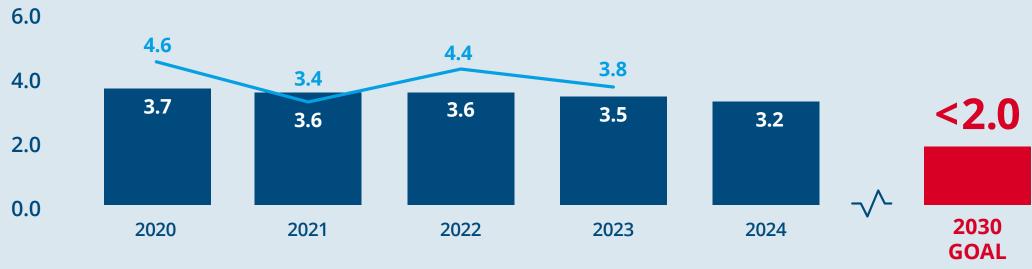
EHS at Republic Services is a structured, disciplined framework that protects our people, supports the communities we serve and safeguards the environment. It is woven into our culture, guides our decisions and is foundational to how we operate.

2024 Sustainability Report Republic Services

#### **Goal: Incident Reduction**

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

#### OSHA Total Recordable Incident Rate



#### Industry Average<sup>1</sup>

<sup>1</sup>Occupational 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
OSHA Reportable	1	2	2	3	0	0
Operating Collection Vehicles	1	0	0	0	0	0



## 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.





105K

carts rolled out to residents automated

waste routes

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.

# 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.

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## 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

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### 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.

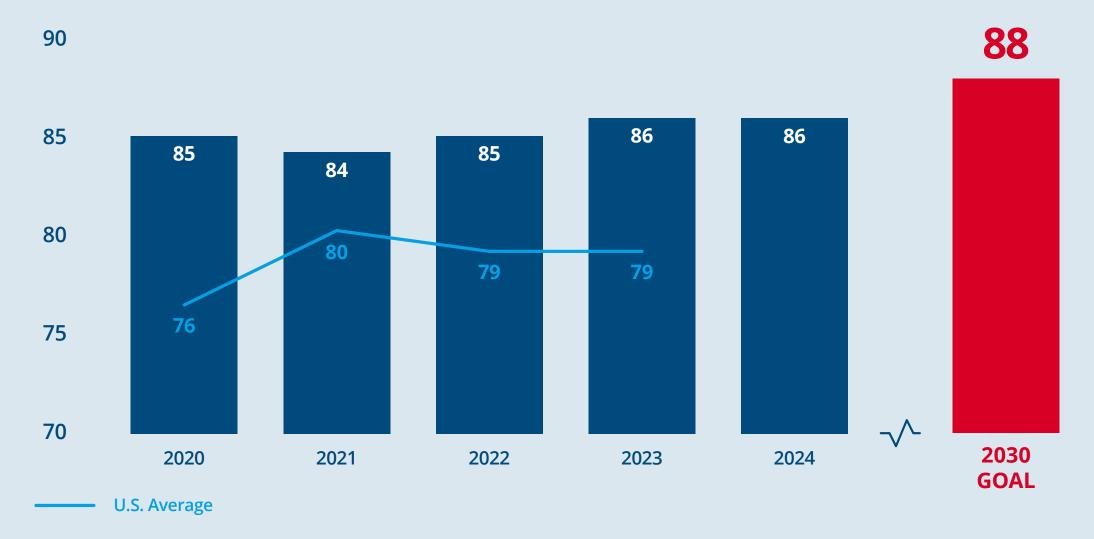
To understand how our employees are feeling and identify opportunities for improvement, we conduct a company-wide Employee Experience Survey twice a year.

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.

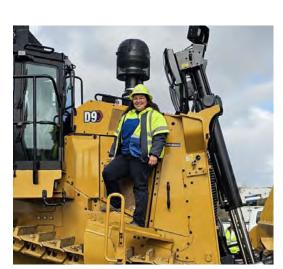
Northeast Area – Employees asked for more communication around leadership actions. In response, leaders increased updates during crew out/crew in, leader 1:1s and meetings, reinforcing our open-door culture and commitment to transparency.

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.



## 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

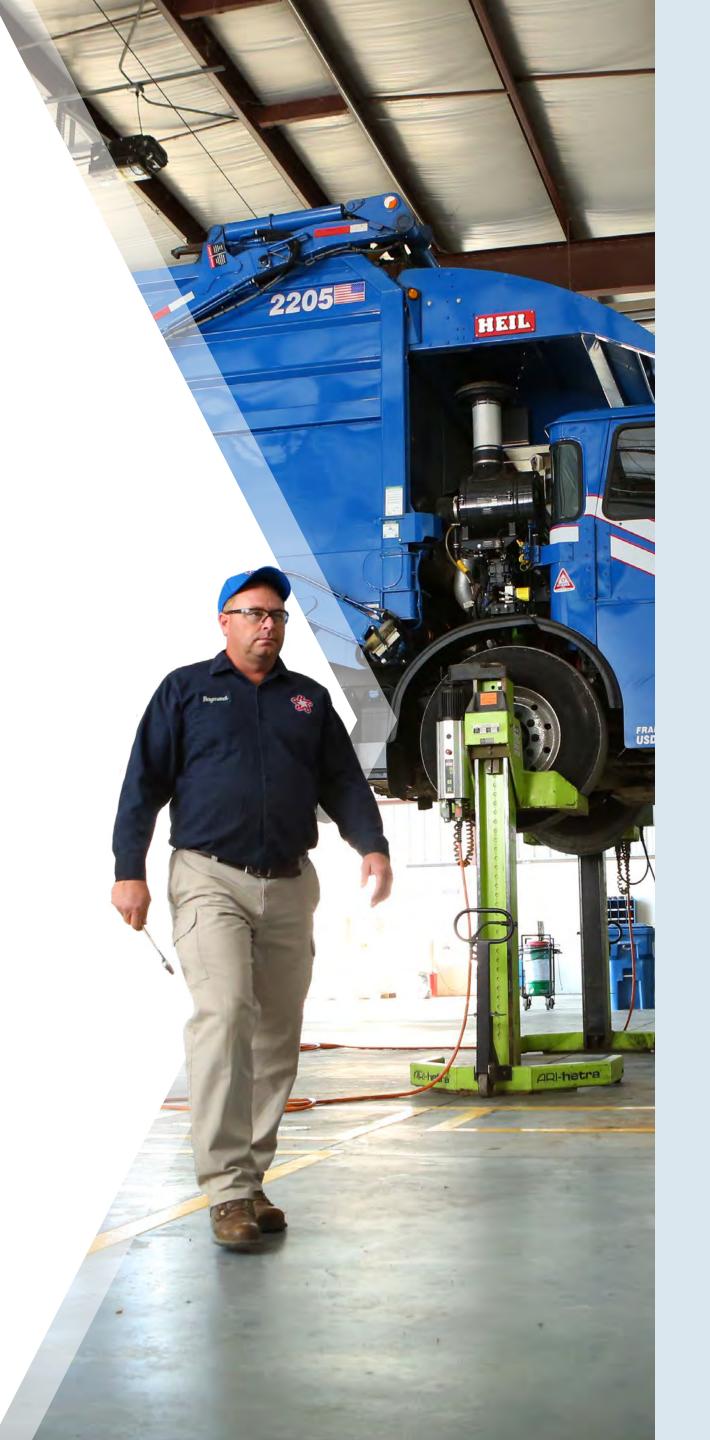
#### **Republic Services Technical Institute**

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 onthe-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 5,000<sup>th</sup> 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

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.

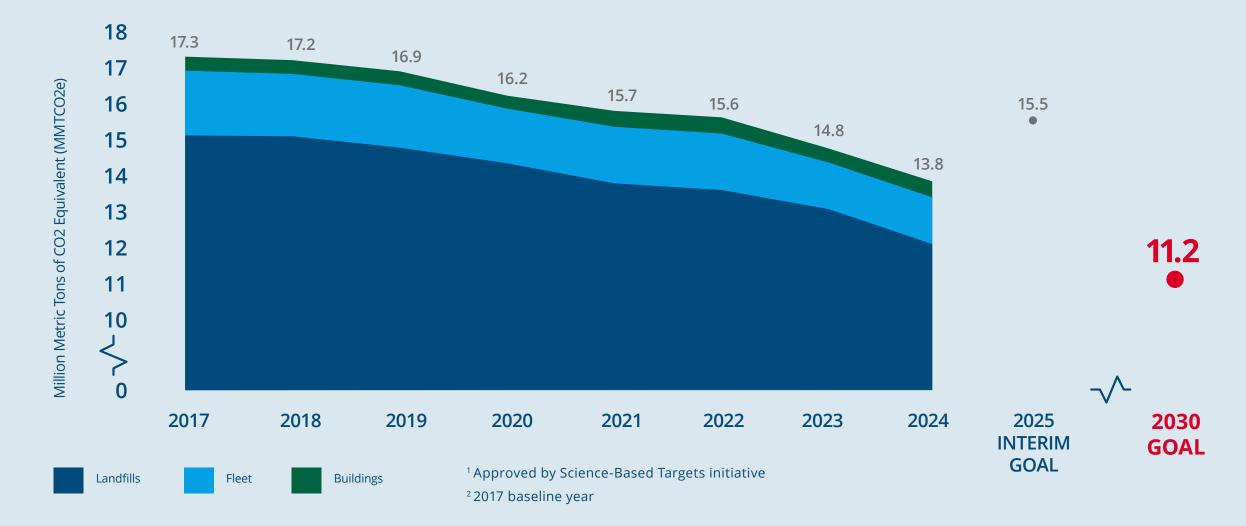
reduction in greenhouse

gas emissions since 2017

#### Goal: Emissions Reduction<sup>1</sup>

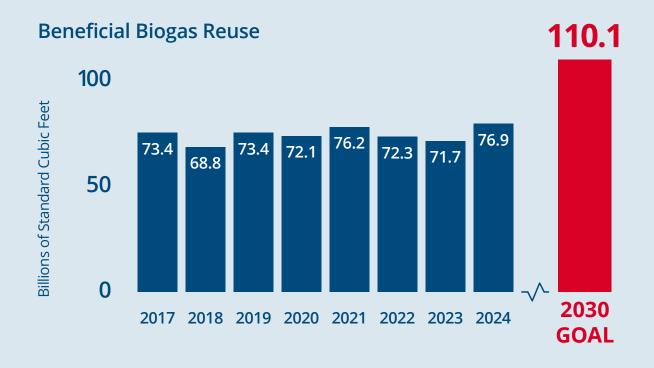
Reduce absolute Scope 1 and 2 greenhouse gas emissions **35%** by 2030.<sup>2</sup>

#### Scope 1 and 2 Greenhouse Gas Emissions



#### **Goal: Renewable Energy**

Increase beneficial reuse of biogas 50%.2

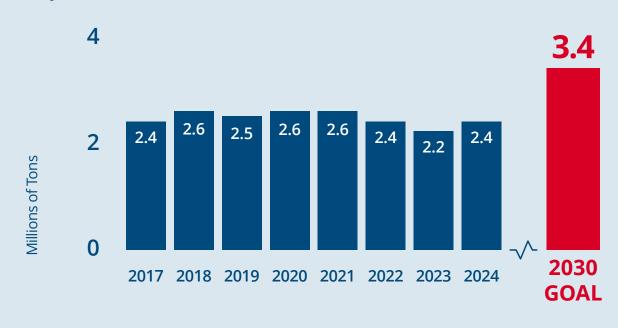


<sup>2</sup> 2017 baseline year

#### **Goal: Circular Economy**

Increase recovery and circularity of key materials 40% on a combined basis by 2030.<sup>2</sup>

#### **Key Materials Recovered**



<sup>2</sup> 2017 baseline year

**Talent** 

### 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.



300M

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

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.

**Our Approach** 

### Drivinga 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** 

recycling facilities upgraded in 2024

invested in recycling technology and infrastructure from 2018 - 2025

#### 2024 RECYCLABLE MATERIALS

Cardboard

Metal

23%

Mixed/Other

Glass

Plastic 6%

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.



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

increase in cardboard recovered

increase in aluminum recovered **Talent** 

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## 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 footprint<sup>1</sup> 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.

<sup>1</sup>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.

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### Growing Our Operations

Food and yard waste make up about one-third<sup>1</sup> 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.

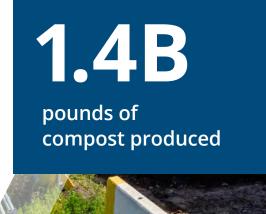
To meet the increasing need for infrastructure, Republic Services continues to expand our organics operations.

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











#### **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.



## 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.

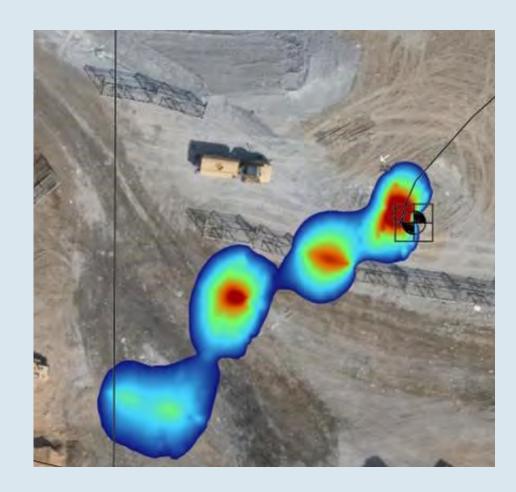
#### **Drone Technology**

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

sites with preserves, easements, trails or sports fields

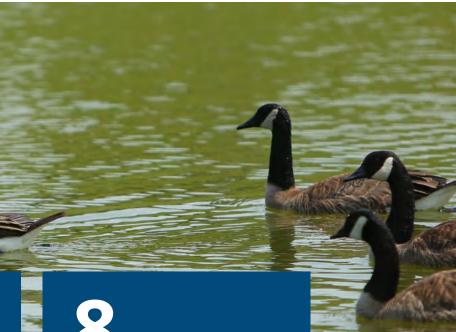
sites with land reserved for farming

permitted animal habitats









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**

RNG projects electricity projects

thermal energy

**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



24

**2024 HIGHLIGHTS** 

REPUBLIC® SERVICES

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** 





28.3M

carbon sequestration

9.9M

recycling and organics diversion

3.5M

renewable energy production

Metric tons of CO<sub>2</sub> 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



30



### **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**

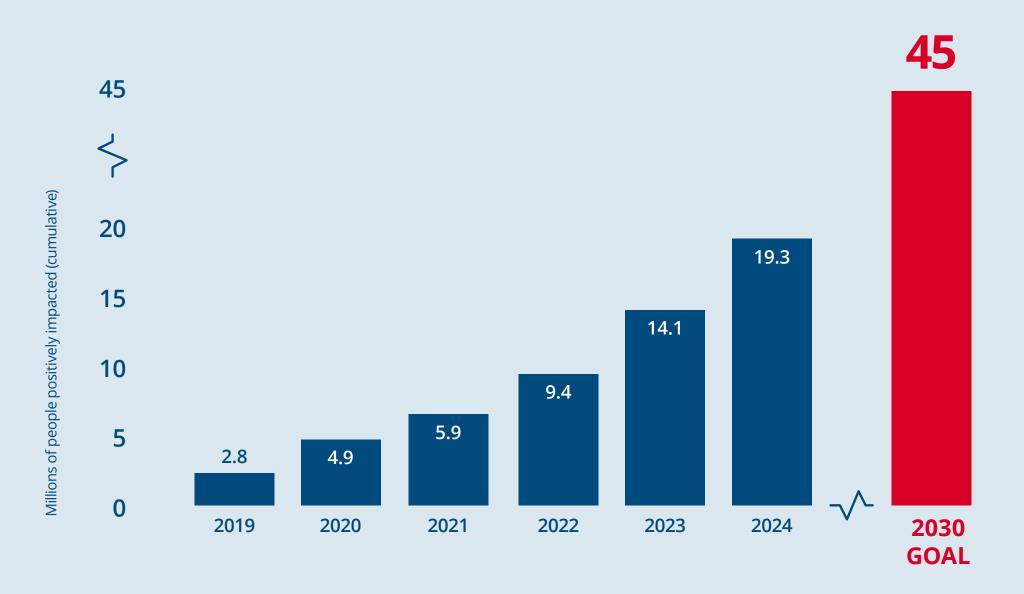
With more than 13 million customers across North America, we're committed to giving back not only through the essential services we provide, but through meaningful investments of time, funding and services.

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

people positively impacted

community investments granted communities benefited

31

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.

Communities





#### 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**

₩inder, 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**

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**

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**

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**

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.









#### P 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.

**Talent** 

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

employees

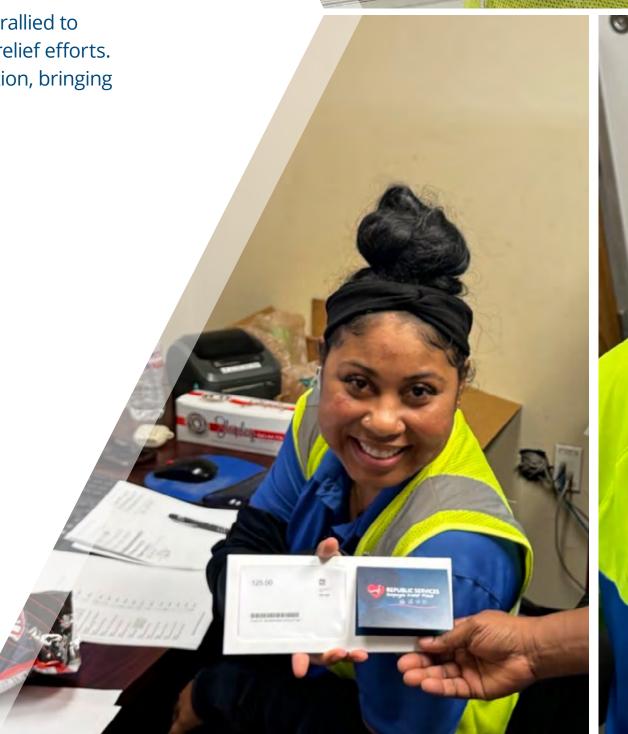
supported

\$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 <a href="mailto:SustainabilitySolutions@RepublicServices.com">SustainabilitySolutions@RepublicServices.com</a>

18500 N. Allied Way Phoenix, Arizona 85054 480.627.2700 **RepublicServices.com**