REPUBLIC SERVICES

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 reports[1], 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.

[1] We 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 rebaseline to reflect those changes, back to the 2017 baseline year for our 2030 science-based target;
		• 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:
		  • 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;
		  • 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.
		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.
		These revisions ensure that our science-based target compares like-for-like assets across our reporting years.

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-5	External Assurance	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: • 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. 2024 Sustainability Assurance Statement
2-6	Activities, Value Chain and Other Business Relationships	2024 10-K: Item 1, Item 7, Item 8 2024 SASB Report: IF-WM-000.B, IF-WM-000.C, IF-WM-000.D
2-7	Employees	*(see table below)*

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

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.

Standard	Description	Cross-Reference or Answer
2-8	Workers Who Are Not Employees	We do not track non-employee demographic data.
2-9	Governance Structure and Composition	See our 2025 Proxy Statement for a detailed description of our governance structure, including committees of the board of Directors (the "board"). 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.
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	Corporate Governance: Committee Charters; 2025 Proxy Statement, 2024 Sustainability Report: Governance section; 2024 TCFD Addendum 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: • 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. Oversight of sustainability integration into business strategy and execution: • 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. 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.

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-13	Delegation of Responsibility for Managing Impacts	**Management Oversight**

Management Oversight

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.

2025 Proxy Statement; Sustainability & Corporate Responsibility Committee Charter; 2024 Sustainability Report: Governance; 2024 TCFD Report

Sustainability Risk Governance & Management Structure

Board Sustainability & Corporate Responsibility Committee — Board of Directors	• 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
Executive Team ⟷ ERM Council	• Manage risk mitigation plans by function • Ensure sustainability performance, which is incorporated into compensation goals
Sustainability Steering Committee — ERM Team	• 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
Sustainability Team — Business Functions	• Identify traditional and sustainability risks and opportunities

Continued on following page

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-13 *Continued*	Delegation of Responsibility for Managing Impacts	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. • 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	Sustainability & Corporate Responsibility Committee Charter; 2024 Sustainability Report: Governance; 2025 Proxy Statement 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.
2-15	Conflicts of Interest	Code of Business Ethics & Conduct; Nominating and Corporate Governance Committee Charter; Corporate Governance Guidelines
2-16	Communication of Critical Concerns	Sustainability & Corporate Responsibility Committee Charter; 2025 Proxy Statement; Code of Business Ethics & Conduct
2-17	Collective Knowledge of the Highest Governance Body	2025 Proxy Statement

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-18	Evaluation of the Performance of the Highest Governance Body	Corporate Governance Guidelines; 2025 Proxy Statement
2-19	Remuneration Policies	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.

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

Learn more about our 2030 Sustainability Goals in our 2024 Sustainability Report and about our Sustainability Modifier in the 2025 Proxy Statement: Sustainability Modifier.

Standard	Description	Cross-Reference or Answer
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	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: • 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. We leverage the following best practice standards, guidelines and frameworks when developing our own sustainability strategy and associated policies and practices: • 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	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.
		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.
		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.
		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.
		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.
		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:**
		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: 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.
		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.
		Continued on following page

GRI 2: General Disclosures

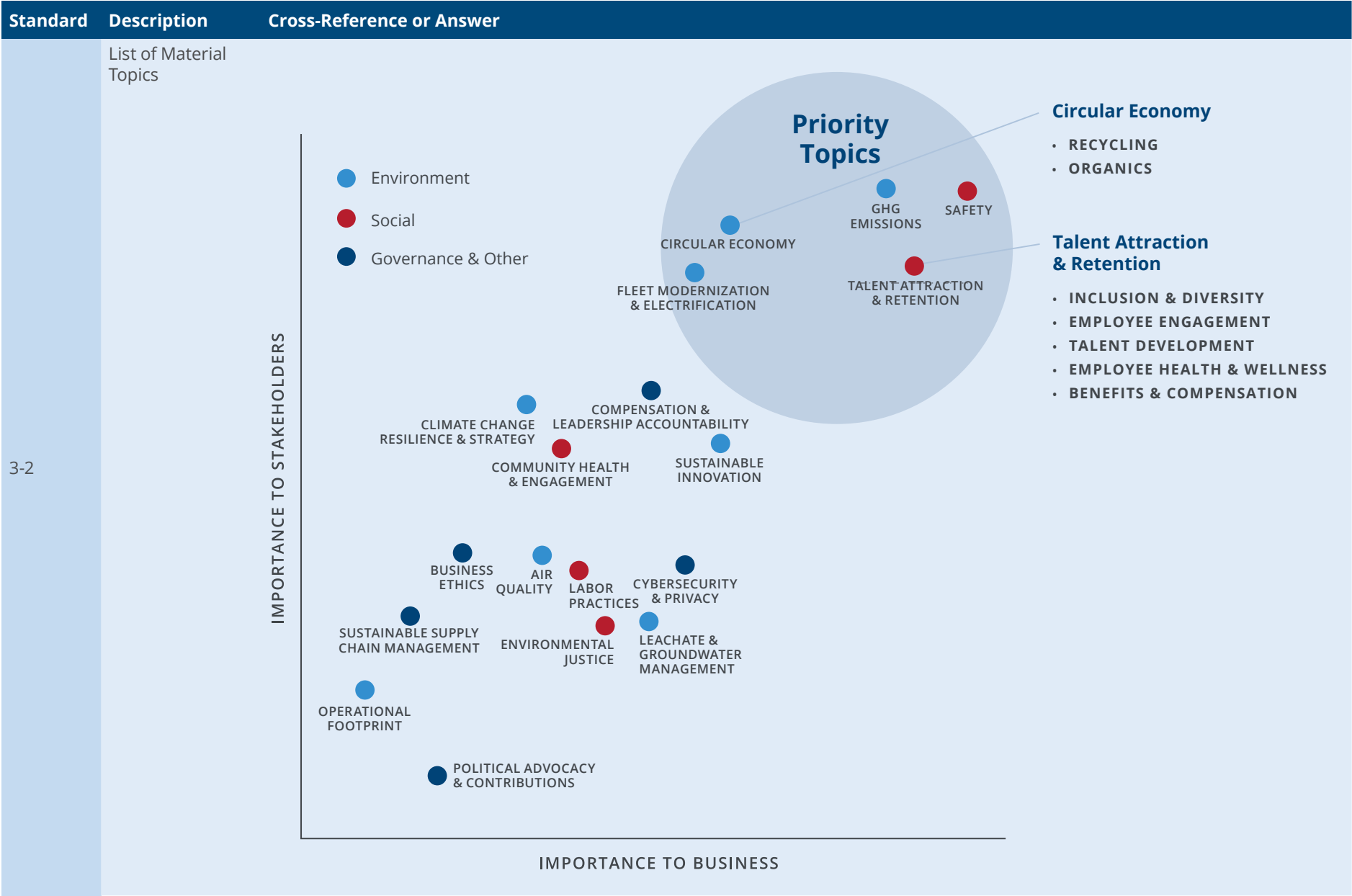| Standard	Description	Cross-Reference or Answer
2-27 Continued	Compliance with Laws and Regulations	**Landfill and Transfer Station Operating Standard and Best Practices User Guide:** Standards manuals provide practical and comprehensive guidance regarding the standard operating procedures (SOPs) all of Republic's active landfills and transfer stations. The guides contain field-tested best practices and procedures that enable facility managers to comply. **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. **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. 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. 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. 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). *Certifications:* 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. *Evaluation:* 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. 2024 SASB Report: Air and odors IF-WM-120a.3, RSG-AQ-01 2024 SASB Report: Leachate, water and hazardous waste IF-WM-150a.3, RSG-ML-01, GRI 303 2024 10-K: Item 1 – Regulation Sustainability & Corporate Responsibility Committee Charter

GRI 2: General Disclosures

Standard	Description	Cross-Reference or Answer
2-28	Membership Associations	Republic is a member of the following associations related to our sustainability strategy: • 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	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. 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. 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. 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.
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	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. 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. 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.

GRI 3: Material Topics

Standard	Description	Cross-Reference or Answer
3-2	List of Material Topics	

Priority Topics

Legend:
- Environment (light blue)
- Social (red)
- Governance & Other (dark blue)

Circular Economy
- RECYCLING
- ORGANICS

Talent Attraction & Retention
- INCLUSION & DIVERSITY
- EMPLOYEE ENGAGEMENT
- TALENT DEVELOPMENT
- EMPLOYEE HEALTH & WELLNESS
- BENEFITS & COMPENSATION

Plot axes: IMPORTANCE TO STAKEHOLDERS (vertical), IMPORTANCE TO BUSINESS (horizontal)

Topics plotted: GHG EMISSIONS, SAFETY, CIRCULAR ECONOMY, TALENT ATTRACTION & RETENTION, FLEET MODERNIZATION & ELECTRIFICATION, COMPENSATION & LEADERSHIP ACCOUNTABILITY, CLIMATE CHANGE RESILIENCE & STRATEGY, COMMUNITY HEALTH & ENGAGEMENT, SUSTAINABLE INNOVATION, BUSINESS ETHICS, AIR QUALITY, LABOR PRACTICES, CYBERSECURITY & PRIVACY, SUSTAINABLE SUPPLY CHAIN MANAGEMENT, ENVIRONMENTAL JUSTICE, LEACHATE & GROUNDWATER MANAGEMENT, OPERATIONAL FOOTPRINT, POLITICAL ADVOCACY & CONTRIBUTIONS

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	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. *Coverage:* 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. 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. *Continued on following page*

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

Standard	Description	Cross-Reference or Answer
3-3 *Continued*	Management of Anti-Corruption	*Approach:* 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	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. **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. **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. **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. **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. See GRI 302-4

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 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

2024 SASB Report: IF-WM-110b.1
See GRI 2-4 for details regarding restatements.

Standard	Description	Cross-Reference or Answer				
302-2	Energy Consumption Outside of the Organization	**Energy consumption outside of the organization**	**2021**	**2022**	**2023**	**2024**
		Non-Renewable Energy (GJ)	42,965,908	41,800,699	39,174,621	39,041,887
		Renewable Energy (GJ)	4,322,308	4,252,356	4,187,427	4,154,414
		Non-Renewable Energy (MWh)	11,934,974	11,611,305	10,881,839	10,844,969
		Renewable Energy	1,200,641	1,181,210	1,163,174	1,154,004
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

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.

GRI 302: Energy [2016] (Continued)

Standard	Description	Cross-Reference or Answer
302-4	Reduction of Energy Consumption	**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. 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. **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. 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. 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.

GRI 303: Management of Water and Effluents [2018]

Standard	Description	Cross-Reference or Answer
3-3	Management of Water and Effluents	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. 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. 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. *Continued on following page*

GRI 303: Water and Effluents [2018]

Standard	Description	Cross-Reference or Answer
3-3 *Continued*	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	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. 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. See GRI 3-3: 303 Water and Effluents for discussion on leachate management.
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	See table below.

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

These volumes represent water purchased from utilities during the listed reporting year, without historical restatements on the basis of acquisitions or divestitures.

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	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. 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. **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. **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. **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. 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. **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. 2024 Sustainability Report: Climate Leadership, 2024 TCFD

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer
305-1	Direct (Scope 1) GHG Emissions	(see table and text below)

Scope 1 emissions (MTCO$_2$e)	2017	2021	2022	2023	2024
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

2024 Sustainability Report: Climate Leadership
2024 SASB Report: IF-WM-110a.1
See GRI 2-4 for details regarding restatements.

Scope 1 emissions are independent of any GHG trades, such as purchases, sales or transfers of offsets or allowances. The inventory includes CO$_2$, CH$_4$ and N$_2$O emissions from fuel consumption. Hydrofluorocarbon (HFC) emissions from refrigerant use, PFCs, NF$_3$ and SF$_6$ 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).

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.

Biogenic Emissions
There are five sources of biogenic carbon emissions that are relevant to Republic Services: CO$_2$ from the combustion of landfill gas via flares, CO$_2$ passing through onsite combustion devices, fugitive CO$_2$ generated from the biological decomposition of waste in landfills, CO$_2$ as a product of CH$_4$ 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).

Sequestered Carbon and Avoided Emissions
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 MMTCO$_2$e, as calculated using a 2008 U.S. EPA waste characterization study.

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 MMTCO$_2$e. 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.

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer					
305-2	Energy Indirect (Scope 2) GHG Emissions	**Scope 2 emissions (MTCO$_2$e)**		**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

2024 Sustainability Report: Climate Leadership
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.

Standard	Description	Scope 3 emissions by category (MTCO$_2$e)	2017	2021	2022	2023	2024
305-3	Other Indirect (Scope 3) GHG Emissions	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

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer
305-3 *Continued*	Other Indirect (Scope 3) GHG Emissions	Republic Services' inventory includes CO_2, CH_4, and N_2O emissions throughout our value chain from fuel consumption, purchased electricity and landfill emissions. HFC emissions from refrigerant use, PFCs, NF_3 and SF_6 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. 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. 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. 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. 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. 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.
305-4	GHG Emissions Intensity	See table below and notes.

Emissions intensity	2017	2021	2022	2023	2024
Revenue ($US Millions)	10,042	11,295	13,511	14,965	16,032
Scope 1 CO_2e/$M	1,695	1,372	1,144	977	849
Scope 2 CO_2e/$M	23	18	14	13	12
Scope 3 CO_2e/$M	183	170	144	134	126
Scopes 1 & 2 CO_2e/$M	1,719	1,390	1,158	990	860
Scopes 1, 2 & 3 CO_2e/$M	1,902	1,560	1,303	1,124	986

Totals may differ from the sum of the components due to rounding.
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.

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%	

Standard	Description	Cross-Reference or Answer					
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_2O)	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

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer
305-7 *Continued*	Nitrogen Oxides (NO$_x$), Sulfur Oxides (SO$_x$), and Other Significant Air Emissions	2024 SASB Report: IF-WM-120a.1 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. We solely report particulate matter emissions from mobile combustion.

GRI 306: Waste [2020]

Standard	Description	Cross-Reference or Answer
3-3	Management of Material Topics: Waste	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. 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.
306-2	Management of Significant Waste-related Impacts	See table below

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

Continued on following page

GRI 306: Waste [2020] (Continued)

Standard	Description	Cross-Reference or Answer
306-2 Continued	Management of Significant Waste-related Impacts	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. In the context of the waste we produce as a result of our operations, we work with our supply chain to take back materials after their useful life for Republic. For example, we have company-wide contracts in place for the reuse and recycling of our plastic carts, steel front-load containers, trucks and heavy equipment. We also have several centralized facilities across the country dedicated to repairing and refurbishing compactors so that we may extend their useful life. Our robust tire repair program ensures that our tire partner repairs and retreads tires repeatedly until they are no longer acceptable for use. Our standardized vehicle maintenance program, OneFleet, details our high-level of maintenance standards ensuring that our vehicles remain in operation as long as feasible.

306-3	Waste Generated	**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

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.

Customer waste received at our MSW landfills (million metric tons)	**2021**	**2022**	**2023**	**2024**
Waste received	47.2	47.5	48.6	48.7

This figure refers exclusively to our customers' waste received at our MSW landfills.

306-4	Waste Diverted from Disposal	**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

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.

GRI 306: Waste [2020] (Continued)

Standard	Description	Cross-Reference or Answer				
306-4 *Continued*	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%

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

2024 SASB Report: IF-WM-420a.3, IF-WM-420a.4

GRI 308: Supplier Environmental Assessment [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Supplier Environmental Assessment	Our approach to responsible supply chain management encompasses social and environmental topics. The information reported throughout GRI 308 encompasses GRI 414: Supplier Social Assessment.
		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 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.
		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.
		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.
		Continued on following page

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

Standard	Description	Cross-Reference or Answer
3-3 *Continued*	Management of Supplier Environmental Assessment	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.
		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.
308-1	New Suppliers That Were Screened Using Environmental Criteria	

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

2023 and 2024 we introduced new tracking systems and definitions, impacting our overall count of Tier 1 suppliers.

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.

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.

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.

GRI 400: Social Topics
GRI 401: Employment [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Employment	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. 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. 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.
401-1	New Employee Hires and Employee Turnover	(see table below)

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	

GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer				
401-1 *Continued*	New Employee Hires and Employee Turnover	**Employee turnover rates**	**2021**	**2022**	**2023**	**2024**
		Company-wide	22.50%	25.10%	21.10%	19.6%
		Voluntary turnover	18.40%	20.10%	14.70%	13.3%
		Drivers and technicians	21.5%	24.8%	21.9%	20.9%
		Age: Employees <30			41.6%	39.3%
		Age: Employees 30-50			23.4%	22.1%
		Age: Employees >50			10.9%	10.2%
		Gender: Female employees			17.4%	15.7%
		Gender: Male employees			21.7%	20.6%
		Hiring	**2021**	**2022**	**2023**	**2024**
		Company-wide new employee hires	9,134	11,669	10,479	9,476
		Percentage of open positions filled by internal candidates (internal hires)	27%	27%	28%	27%
		Average hiring cost per full-time employee	20,000	20,000	20,000	20,000
		Age: Hires <30			2,985	2,816
		Age: Hires 30-50			5,662	5,213
		Age: Hires >50			1,832	1,447
		Gender: Female hires			1,592	1,516
		Gender: Male hires			8,887	7,960

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.

Standard	Description	Cross-Reference or Answer
401-2	Benefits Provided to Full-Time Employees	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:

- **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.

GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer
401-2 *Continued*	Benefits Provided to Full-Time Employees	• **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. *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.
401-3	Parental Leave	(see table below)

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%

Employee parental leave data for the US Ecology acquisition is included starting in 2023.

GRI 403: Occupational Health and Safety [2018]

Standard	Description	Cross-Reference or Answer
3-3	Management of Occupational Health and Safety	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. 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. • 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 Six elements make up the Safety Amplified platform. • 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. 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. 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. 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.

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

Standard	Description	Cross-Reference or Answer
403-1	Occupational Health and Safety Management System	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. 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. 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 Heath Safety Programs; and 4 Safety Training Managers. 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. 2024 Sustainability Report: Safety, Code of Business Ethics & Conduct: Promoting a Safe Workplace

Standard	Description	Cross-Reference or Answer
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	<table><tr><th>Divisions assessed</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Number of divisions</td><td>30</td><td>30</td><td>30</td><td>30</td></tr></table> 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. 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.

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

Standard	Description	Cross-Reference or Answer
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Safety committees are established at the division level, with both frontline employees and management who meet monthly to address concerns. Participants rotate periodically to bring diverse perspectives. Through the Focus Together program, management and frontline employees discuss occupational health and safety topics weekly and involve workers in annual policy reviews. Workers can directly report route hazards, near misses, and other concerns to their immediate supervisors, ensuring effective risk control.
403-5	Worker Training on Occupational Health and Safety	*(table and text below)*

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

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.

403-9 — Work-related Injuries

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**

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.

Lost-time injury frequency rate	2021	2022	2023	2024
LTIFR	6.58	5.78	5.18	5.12

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.

GRI 404: Training and Education [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Training and Education	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. 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: • 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) We manage enterprise-wide initiatives centrally through a dedicated learning management system (LMS), while allowing for decentralized, localized programs to address specific needs. 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. 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. 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. 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.

GRI 404: Training and Education [2016] (Continued)

Standard	Description	Cross-Reference or Answer				
404-1	Average Hours of Training Per Year Per Employee	**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

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.

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

*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

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.

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.

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.

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.

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.

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.

GRI 404: Training and Education [2016] (Continued)

Standard	Description	Cross-Reference or Answer
404-2 *Continued*	Programs for Upgrading Employee Skills and Transition Assistance Programs	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. 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. 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. 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.
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	(see table and text below)

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%

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.

GRI 405: Diversity and Equal Opportunity [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Diversity and Equal Opportunity	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. 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. 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. Non-Discrimination and Equal Employment Opportunity Policy, Code of Business Ethics and Conduct, Human Rights Policy

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	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. 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. 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: • 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. 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. • 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. 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. 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.

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:

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.

Giving ($ USD)	2021	2022	2023	2024
Cash contributions	$5,278,398	$6,498,649	$6,543,045	$7,535,756
In-kind giving	$2,413,258	$2,636,521	$3,026,033	$2,849,373

Republic gave approximately $10.4 million back to the communities it serves in 2024.

Standard	Description	Cross-Reference or Answer
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	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. 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.
415-1	Political Contributions	(see table and list below)

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

Significant contributions (above $25,000 per year) include the following:

1. West Front Strategies in the amount of $240,000. West Front Strategies represents Republic as registered lobbists 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 hazadrous 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.