



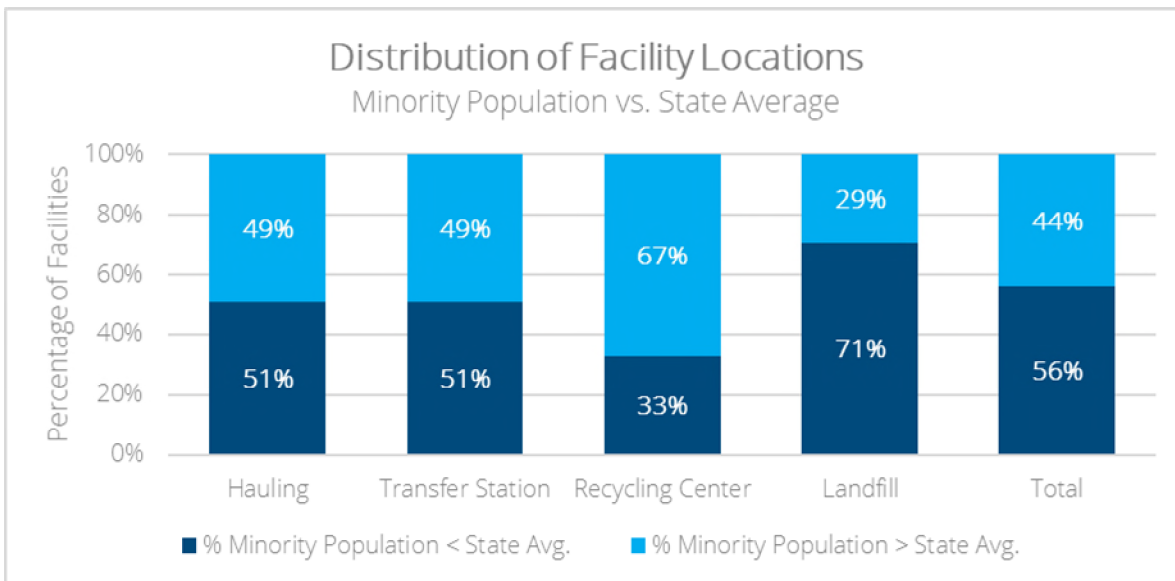
## Environmental Justice

Being a good neighbor is a top priority for Republic Services, and we're proud of the positive impact we make on our local communities and the environment. We play a vital role in keeping our communities clean and safe, making the planet a better place today and for future generations.

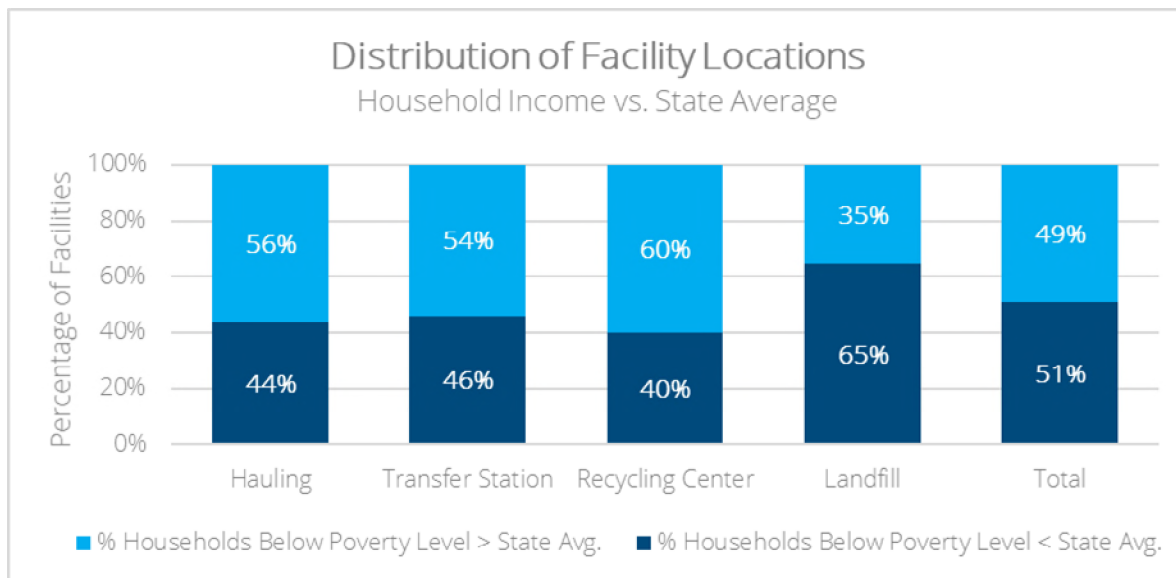
All our business leaders are active participants within the communities we serve. Regardless of demographics, these neighborhoods benefit from both our economic impact and environmentally responsible recycling and waste solutions. Local economic contributions go beyond the creation of direct and indirect job opportunities. Communities may also receive financial benefits in the form of host and royalty fees and taxes. Additionally, our operations and their resulting processes are specifically designed to contribute to clean communities, minimizing the environmental impact of consumer-generated waste.

Analysis of data regarding our facility locations demonstrates equitable access to these benefits across both ethnicity and socioeconomic dimensions. Comparing demographic data for populations within 3 miles of our facilities to the total state population:

- 56% of our locations have a surrounding population comprised of ethnic minorities below the state average and 44% of our locations are above the state average, and
- 51% of our locations have fewer surrounding households below the poverty level than the state average and 49% of our locations are above the state average.



Note: Data based on analysis of ESRI demographic data for the 3-mile radius surrounding each Republic facility as of September 30, 2021 compared to the minority population as a percent of total population for the relative state.



Note: Data based on analysis of ESRI demographic data for the 3-mile radius surrounding each Republic facility as of September 30, 2021 compared to the percent of households below the poverty level for the relative state.

## Climate Leadership

- We are committed to further reducing fleet emissions through advance route planning, consolidation of materials and investing in low- and zero-emissions vehicles.
- We successfully complete extensive permitting processes for our facilities and operations, which include environmental studies on topics such as air quality, traffic and water.
- When siting a new facility, we proactively reach out to community leaders to seek input and ensure that we are being a good neighbor.
- We continue to make significant investment in recycling and organics infrastructure that supports the circular economy and provides diversion solutions for the communities we serve.
- Our landfills manage methane emissions through highly engineered gas systems for collection and control.
  - Our landfill sites are host to 75 renewable energy projects, which provide renewable natural gas, thermal energy and baseload electricity for the grid to help communities decarbonize.

## Career Opportunities

- Republic Services continually strives to maintain a workplace where the best people, from all backgrounds, come to work.
- We've taken bold steps to attract, hire and retain talented people with diverse backgrounds, abilities and experiences – people who reflect the communities in which we live and work.
- We support the communities we serve through employment opportunities that provide a stable career with training, upskilling and opportunity for advancement.

- We offer frontline employees guidance and tools to manage their overall well-being – physical, mental, financial, emotional and social.
- Republic Services has been certified as a Great Place to Work for a fifth consecutive year.
  - 81% of employees rank Republic as a great place to work, compared with 59% at a typical U.S.-based company.

## Safety Focus

- Keeping our employees, customers and communities safe is a core value of the Company and the most important thing we do.
- We operate the nation's fifth-largest fleet, so it is essential that safety drives every decision we make.
- Over the past 10 years, our safety performance, based on OSHA recordable incident rates, has been nearly 40% better than the industry average, which keeps the communities we serve even safer.
- We employ the latest technologies in our fleet, including automation, rear cameras, in-cab backup alarms and event recording systems to help keep people safe.
- Republic Services was the first environmental services provider to partner with Together for Safer Roads, a coalition of global private-sector companies committed to improving roadway safety with a shared vision of decreasing road traffic collisions, injuries and deaths.

## Community Support

- Through the Republic Services Charitable Foundation, we make significant charitable investments supporting neighborhood revitalization and sustainability improvements in the communities where our employees and customers live and work.
  - Our National Neighborhood Promise program has supported more than 60 revitalization projects to date.
  - Revitalization projects in the markets we serve target underserved neighborhoods or areas that have experienced disinvestment.
  - Projects support additional access to outdoor space through revitalization of parks, playgrounds, ballfields and schoolyards, as well as the creation of community gardens in areas identified as food deserts.
- One of our current sustainability goals is to positively impact 20 million people by 2030. To date, more than 5 million people have been positively impacted through our charitable giving.
- In many cases we directly energize local economies. In 2020, we launched Committed to Serve, a nearly \$35 million initiative to support our employees, small business customers and our communities throughout the COVID-19 pandemic.