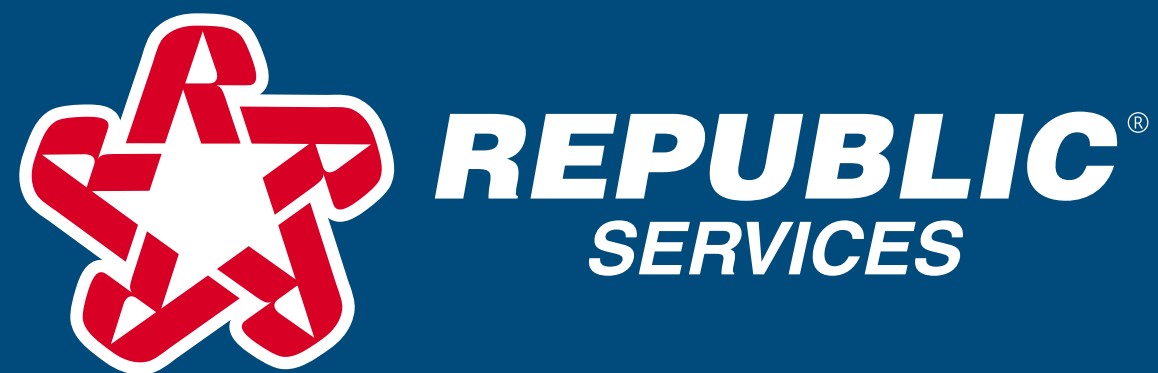


Sustainability in Action™

2025 GRI Report



2025 Republic Services GRI Report

In this document, Republic Services has reported in accordance with the GRI Standards for the period January 1, 2025 through December 31, 2025. 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 (2017) or earliest year of reporting.

The results of our double materiality assessment are shown in 3-2 List of Material Topics, and we report on all Priority Topics, as well as many others. This GRI Report should be consulted alongside our other sustainability reports¹, available at RepublicServices.com/Sustainability/Reporting. We invite you to share your thoughts with us at Sustainability@RepublicServices.com.

Unless otherwise stated, all references in this 2025 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.

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).

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 (“2025 10-K”) for the year ended December 31, 2025, 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.

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., [2025 10-K](#), [2026 Proxy Statement](#), etc.).

Sustainability Reports

- [2025 Sustainability Report](#)
- [2025 SASB Report](#)
- [2025 GRI Report \(this report\)](#)
- [2024 TCFD-Aligned Climate Risk Report](#)
- [2025 Sustainability Assurance Statement](#)
- [2025 CDP Response](#)
- [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

- [2025 10-K](#)
- [2026 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 2025 10-K . As of December 31, 2025, 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 2025 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 2025 and this report was published in July 2026. 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	We regularly rebaseline our calculations reflected in GRI 302 and GRI 305 as follows: • 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; for example, 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 SWICS methodology, allowing us to represent the emissions-reducing impacts of our investments, e.g., 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 2025 inventory, we utilized emissions factors associated with the Fifth Assessment Report (AR5) from the IPCC where available. These revisions ensure that our emissions reduction goal compares like-for-like assets across our reporting years. 2022 and 2023 safety data is updated to reflect incidents reported after year-end close.

Standard	Description	Cross-Reference or Answer																				
2-5	External Assurance	Since 2013, Republic has completed a third-party verification of its GHG emissions to a level of limited assurance in accordance with the ISO 14064-3 Standard. • 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. 2025 Sustainability Assurance Statement																				
2-6	Activities, Value Chain and Other Business Relationships	2025 10-K: Item 1, Item 7, Item 8 2025 SASB Report: IF-WM-000.B, IF-WM-000.C, IF-WM-000.D																				
2-7	Employees	<table><tr><th>Employee count</th><th>Female</th><th>Male</th><th>Not disclosed</th><th>Total</th></tr><tr><td>Number of full-time (FT) employees</td><td>8,235</td><td>33,622</td><td>17</td><td>41,874</td></tr><tr><td>Number of part-time (PT) employees</td><td>114</td><td>307</td><td>0</td><td>421</td></tr><tr><td>Total number of employees</td><td>8,349</td><td>33,929</td><td>17</td><td>42,295</td></tr></table> Data based on headcount as of December 31, 2025. 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.	Employee count	Female	Male	Not disclosed	Total	Number of full-time (FT) employees	8,235	33,622	17	41,874	Number of part-time (PT) employees	114	307	0	421	Total number of employees	8,349	33,929	17	42,295
Employee count	Female	Male	Not disclosed	Total																		
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Total number of employees	8,349	33,929	17	42,295																		
2-8	Workers Who Are Not Employees	We do not track non-employee demographic data.																				
2-9	Governance Structure and Composition	See our 2026 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, 2026 Proxy Statement, GRI 405																				

Standard	Description	Cross-Reference or Answer												
2-11	Chair of the Highest Governance Body	The chair of our board is independent, 2026 Proxy Statement												
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	Corporate Governance : Committee Charters; 2026 Proxy Statement , 2025 Sustainability Report : Governance section; 2024 TCFD-Aligned Climate Risk Report 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 GHG, 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 (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.												
2-13	Delegation of Responsibility for Managing Impacts	Management Oversight <table><tr><th>Group</th><th>Overview</th></tr><tr><td>Executive Team</td><td>Republic's executive leadership team integrates ERM results, including climate- and sustainability-related topics, into strategic planning; reports findings of the ERM process to the Board; and manages risks and mitigation plans within each function.</td></tr><tr><td>ERM Council</td><td>Made up of select executives, the ERM Council monitors ERM program effectiveness, key climate-related risks and associated mitigation plans.</td></tr><tr><td>ERM Team</td><td>A cross-functional team made up of managers and executives leads the ERM process. This team identifies and defines emerging risks, assigns risk owners, tracks risk-mitigation activities and reports to the ERM Council. Climate-related risks and opportunities are managed via the ERM process.</td></tr><tr><td>Sustainability Steering Committee</td><td>A cross-functional team made up of select executives and functional leaders that provides strategic oversight and guidance to the sustainability team.</td></tr><tr><td>Sustainability Team</td><td>A functional team that develops business-wide sustainability strategy, including risk/opportunity identification, and manages environmental, social and governance reporting.</td></tr></table> 2026 Proxy Statement ; Sustainability & Corporate Responsibility Committee Charter ; 2025 Sustainability Report : Governance; 2024 TCFD-Aligned Climate Risk Report	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.
Group	Overview													
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Sustainability Team	A functional team that develops business-wide sustainability strategy, including risk/opportunity identification, and manages environmental, social and governance reporting.													

Standard	Description	Cross-Reference or Answer
2-13 Continued	Delegation of Responsibility for Managing Impacts	Board Sustainability & Corporate Responsibility Committee Board of Directors Executive Team ERM Council Sustainability Steering Committee ERM Team Sustainability Team Business Functions ↕ ↕ ↕ ↕ ↔ ↕ ↕ ↕ ↔ ↕ ↕ ↕ ↔ ↕ ↕ ↕ ↔ ↕ ↕ ↕ • Oversee ERM and sustainability program and goals • Assess risks with respect to business resiliency, strategy and long-term value creation • Provide output to full board, as appropriate • Manage risk mitigation plans by function • Ensure sustainability performance, which is incorporated into compensation goals • Govern ERM program • Assess and monitor risks • Identify, define and prioritize risks and opportunities • Assign risk owners and oversee mitigation plans • Disclose sustainability risk mitigation plans • Identify traditional and sustainability risks and opportunities
Continued on following page		

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 Enterprise Risk Management (ERM) team and the appropriate functional owners throughout the organization. The ERM team determines the management approach and assigns a functional leader/owner. The functional leader creates a mitigation plan and is responsible for reporting out on progress. This process is completed at least once a year, or more often if new risks emerge or the nature or severity of a risk changes, which requires an adjustment to the previously developed management approach. Any risks that fall into the high significance and/or high likelihood categories, and that are likely to impact the business in the short-term (1-5 years), are monitored and managed in the following ongoing forums. It is at these forums that these teams develop mitigation plans such as our Summer Safety Program and our Stormwater Management Plans. • 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; 2025 Sustainability Report: Governance; 2024 TCFD-Aligned Climate Risk Report 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-aligned Climate Risk Report, 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 ; 2026 Proxy Statement ; Code of Business Ethics & Conduct
2-17	Collective Knowledge of the Highest Governance Body	2026 Proxy Statement ; Sustainability & Corporate Responsibility Committee Charter
2-18	Evaluation of the Performance of the Highest Governance Body	Corporate Governance Guidelines ; 2026 Proxy Statement

Standard	Description	Cross-Reference or Answer																												
2-19	Remuneration Policies	Progress toward our Sustainability Goals is included within each of our management initiatives. As a result, there is a direct line from our sustainability initiatives to our business results, our culture and strategy, and therefore to our performance-based executive compensation program. 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 sustainability and performance related goals.																												
		<table><tr><th>Sustainability Pillar</th><th>Metric</th><th>2025 Target Range</th><th>2030 Goal</th></tr><tr><td>Safety</td><td>OSHA Total Recordable Incident Rate (TRIR)</td><td>Incident Reduction: 2.7-3.1</td><td>Incident Reduction: ≤2.0</td></tr><tr><td>Talent</td><td>Employee Engagement</td><td>Employee Engagement: 85-87</td><td>Employee Engagement: 88</td></tr><tr><td>Climate Leadership</td><td>Key Materials Recovered</td><td>Circular Economy: 2.3M-2.7M tons</td><td>Circular Economy: 3.4M tons</td></tr><tr><td>Climate Leadership</td><td>Biogas Sent for Beneficial Reuse</td><td>Renewable Energy: 76.4B-89.6B SCF</td><td>Renewable Energy: 110.1B SCF</td></tr><tr><td>Customer Zeal</td><td>Customer Retention Rate</td><td>Customer Retention: 93-95%</td><td>N/A</td></tr><tr><td>Customer Zeal</td><td>People Impacted by Community Partnerships</td><td>22.0M-24.0M people</td><td>Community Investment: 45M people</td></tr></table>	Sustainability Pillar	Metric	2025 Target Range	2030 Goal	Safety	OSHA Total Recordable Incident Rate (TRIR)	Incident Reduction: 2.7-3.1	Incident Reduction: ≤2.0	Talent	Employee Engagement	Employee Engagement: 85-87	Employee Engagement: 88	Climate Leadership	Key Materials Recovered	Circular Economy: 2.3M-2.7M tons	Circular Economy: 3.4M tons	Climate Leadership	Biogas Sent for Beneficial Reuse	Renewable Energy: 76.4B-89.6B SCF	Renewable Energy: 110.1B SCF	Customer Zeal	Customer Retention Rate	Customer Retention: 93-95%	N/A	Customer Zeal	People Impacted by Community Partnerships	22.0M-24.0M people	Community Investment: 45M people
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		Customer Zeal	Customer Retention Rate	Customer Retention: 93-95%	N/A																									
		Customer Zeal	People Impacted by Community Partnerships	22.0M-24.0M people	Community Investment: 45M people																									
Learn more about our 2030 Sustainability Goals in our 2025 Sustainability Report and and about our Sustainability and Performance Modifier in our 2026 Proxy Statement																														
2-20	Process to Determine Remuneration	Talent & Compensation Committee Charter ; 2026 Proxy Statement																												
2-21	Annual Total Compensation Ratio	See discussion in our 2026 Proxy Statement .																												
2-22	Statement on Sustainable Development Strategy	2025 Sustainability Report – Message from Jon Vander Ark, President & Chief Executive Officer																												
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 and compliance. We listen to employee feedback and monitor employee behavior to ensure employee actions foster Republic’s ethical culture. • Our Human Rights Policy embodies one of our core values in action: Human-Centered. We respect the dignity and unique potential of every person. Embedded in this value is the commitment to respect human 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 Reporting Website.																												

Continued on following page

Continued on following page

Standard	Description	Cross-Reference or Answer
2-23 <i>Continued</i>	Policy Commitments	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), • Task Force on Nature-Related Financial Disclosures (TNFD), • United Nations Global Compact (UNGC), • International Organization for Standardization (ISO) 14001, 14067, 45001, 26000, 27001 and others.
2-24	Embedding Policy Commitments	2026 Proxy Statement ; Code of Business Ethics & Conduct ; 2025 Sustainability Report : Governance; 2024 TCFD-Aligned Climate Risk Report
2-25	Processes to Remediate Negative Impacts	2026 Proxy Statement ; Code of Business Ethics & Conduct ; 2025 Sustainability Report : Governance; 2024 TCFD-Aligned Climate Risk Report
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
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 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). Our EMS is overseen by the VP, Engineering & Environmental Compliance, who reports up through our EVP, Chief Operating Officer. The VP, Engineering & Environmental Compliance sits on the Ethics & Compliance Committee. The VP, Environment, Health & Safety has a dotted line reporting to the EVP, 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. <i>Continued on following page</i>

Standard	Description	Cross-Reference or Answer
2-27 Continued	Compliance with Laws and Regulations	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 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. Landfill and Transfer Station Operating Standard and Best Practices User Guide: Standards manuals provide practical and comprehensive guidance regarding the operating standards all of Republic’s active landfills and transfer stations. The guides contain field-tested best practices and procedures that enable facility managers to comply. 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, Standard Operating Procedures (SOPs) guide proper handling, transportation, treatment and disposal for compliance with all Federal, State and local regulations. <i>Continued on following page</i>

Standard	Description	Cross-Reference or Answer
2-27 <i>Continued</i>	Compliance with Laws and 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 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 100% of related field operations personnel in accordance with 29 CFR 1910.1200, Hazard Communication requirements. Evaluation: The Sustainability & Corporate Responsibility Committee of the Board of Directors 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. 2025 SASB Report: Air and odors IF-WM-120a.3, RSG-AQ-01 2025 SASB Report: Leachate, water and hazardous waste IF-WM-150a.3, RSG-ML-01, GRI 303 2025 10-K: Item 1 – Regulation Sustainability & Corporate Responsibility Committee Charter

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 Waste & Recycling Association (NWRA); • Together for Safer Roads (TSR); • US Composting Council (USCC) and • Center for Climate and Energy Solutions (C2ES) Business Executive Leadership Council (BELC); • Board of Certified Safety Professionals (BCSP); • American Board of Industrial Hygiene (ABIH); • 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 Sustainability 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. We emphasize proactive and consistent community outreach, and 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 and its leaders 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 2025 Sustainability Report.
2-30	Collective Bargaining Agreements	2025 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, and periodically review, materiality assessments to identify our material topics’ long-term value creation. In 2026, we completed a double materiality assessment that included our material topics impact on people, the environment, and our Company. 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, and peers’ disclosure. We engaged both internal and external stakeholders in this process. Based on the results of this assessment, a materiality matrix (see GRI 3-2) was created to plot sustainability topics based on two axes, “Business Impact” and “Outward Impact.” The results reaffirmed that Republic’s sustainability elements – Safety, Talent, Climate Leadership and Communities — and our 2030 goals are aligned with the topics identified in the assessment. Members of the 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.
3-2	List of Material Topics	Outward Impact Tier 1 Topics Community Wellbeing ▲ Occupational Health & Safety ▲ Tier 2 Topics Water & Leachate ● Circular Economy & Waste Diversion ● Energy ● GHG Emissions ● Residual Waste ● Labor Practices ▲ Talent Attraction & Retention ▲ Climate Change Resilience ● Business Ethics ■ Environmental Justice ▲ Land Use & Biodiversity ● Air Quality ● Inclusion & Diversity ▲ Corporate Responsibility ■ Tier 3 Topics Political Influence ■ Sustainable Supply Chain ■ Cybersecurity & Privacy ■ ● E ▲ S ■ G Business Impact

GRI 200: Economic Topics

GRI 201: Economic Performance [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Economic Performance	2025 10-K : Item 7; 2026 Proxy Statement
201-1	Direct Economic Value Generated and Distributed	2025 10-K
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	2024 TCFD-Aligned Climate Risk Report : Climate change risks and opportunities, management and financial impacts; 2025 CDP Response ; 2025 10-K : Items 1 and 1A, Climate change risks and impacts
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	2025 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. 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.

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

Standard	Description	Cross-Reference or Answer
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 we have recently launched our 2026 external program assessment. Additionally, our internal audit team assesses the Ethics & Compliance function as part of their internal controls assessment.
205-2	Communication and Training about Anti-Corruption Policies and Procedures	In 2025, we reinforced our Code of Business Ethics and Conduct and ethical culture through additional communications and training for all employees. This included hosting our fifth annual Ethics Week, which featured events, discussion, and communications focused on acting ethically and in compliance with the Code. It also included our annual Code of Ethics training. 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 fourth Ethical Leadership course to all leaders, which 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 2025, we did not have any material violations or breaches of our Code of Business Ethics and 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 32,000 vehicles and pieces of heavy equipment—including recycling and waste collection vehicles, mobile machinery used at our facilities to move and manage waste, and support vehicles, used to service our customers across North America. Our collection and support vehicles consume the largest share of our total energy footprint. Natural Gas Vehicles: Compared to diesel, natural gas vehicles produce fewer GHG and air emissions. Approximately twenty percent 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 GHG emissions, we have made the industry’s largest commitment to fleet electrification. Electric vehicles offer a cleaner and quieter experience to our communities, allow greater fuel efficiency than diesel and natural gas, and enable 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																																								
302-1	Energy Consumption within the Organization	<table><tr><th colspan="2">Energy consumption within the organization</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td rowspan="3">Non-Renewable Energy (GJ)</td><td>Stationary</td><td>8,135,147</td><td>7,940,817</td><td>7,810,901</td><td>7,772,308</td></tr><tr><td>Mobile</td><td>21,792,561</td><td>18,751,423</td><td>17,393,647</td><td>16,747,056</td></tr><tr><td>Total Non-Renewable</td><td>29,927,709</td><td>26,692,240</td><td>25,204,547</td><td>24,519,365</td></tr><tr><td>Renewable Energy (GJ)</td><td>Mobile</td><td>4,400,085</td><td>4,338,377</td><td>5,125,555</td><td>5,235,913</td></tr><tr><td></td><td>Total Renewable</td><td>4,400,085</td><td>4,338,377</td><td>5,125,555</td><td>5,235,913</td></tr><tr><td colspan="2">Total Non-Renewable & Renewable</td><td>34,327,794</td><td>31,030,617</td><td>30,330,102</td><td>29,755,278</td></tr></table>	Energy consumption within the organization		2022	2023	2024	2025	Non-Renewable Energy (GJ)	Stationary	8,135,147	7,940,817	7,810,901	7,772,308	Mobile	21,792,561	18,751,423	17,393,647	16,747,056	Total Non-Renewable	29,927,709	26,692,240	25,204,547	24,519,365	Renewable Energy (GJ)	Mobile	4,400,085	4,338,377	5,125,555	5,235,913		Total Renewable	4,400,085	4,338,377	5,125,555	5,235,913	Total Non-Renewable & Renewable		34,327,794	31,030,617	30,330,102	29,755,278
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GRI 300: Environmental Topics

GRI 302: Energy [2016] (Continued)

Standard	Description	Cross-Reference or Answer					
302-1 <i>Continued</i>	Energy Consumption within the Organization	Energy consumption within the organization		2022	2023	2024	2025
		Non-Renewable Energy (MWh)	Stationary	2,259,763	2,205,783	2,169,695	2,158,975
			Mobile	6,053,489	5,208,729	4,831,569	4,651,960
			Total Non-Renewable	8,313,252	7,414,511	7,001,263	6,810,935
		Renewable Energy (MWh)	Mobile	1,222,246	1,205,105	1,423,765	1,454,420
			Total Non-Renewable	1,222,246	1,205,105	1,423,765	1,454,420
		Total Non-Renewable & Renewable		9,535,498	8,619,616	8,425,028	8,265,355
		Totals may differ from the sum of the components due to rounding. 2025 SASB Report: IF-WM-110b.1. See GRI 2-4 for details regarding restatements.					
302-2	Energy Consumption Outside of the Organization	Energy consumption outside of the organization		2022	2023	2024	2025
		Non-Renewable Energy (GJ)		4,150,021	4,638,607	5,237,215	4,892,406
		Renewable Energy (GJ)		7,244	7,244	7,244	7,244
		Non-Renewable Energy (MWh)		1,152,784	1,288,502	1,454,782	1,359,002
		Renewable Energy		2,012	2,012	2,012	2,012
302-3	Energy Intensity	Energy intensity		2022	2023	2024	2025
		Energy (GJ)		34,327,794	31,030,617	30,330,103	29,755,278
		Revenue (\$US Millions)		13,511	14,965	16,032	16,591
		Energy Intensity (GJ/\$M)		2,541	2,074	1,892	1,793
Reporting comprises energy consumed (as stated in GRI 302-1) divided by revenue. Annual energy consumption has been restated to account for 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 approximately 32,000 vehicles and pieces of heavy equipment, electrification is our most impactful lever for reducing energy consumption, and we continue to invest in expanding our industry-leading EV fleet. 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 incorporated building automation systems into the design of new facilities to optimize energy use across HVAC, lighting, and equipment. These systems are programmed to align with building occupancy schedules, automatically adjusting temperature and lighting levels based on operational needs, which significantly reduces 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, TX 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. Republic plans to incorporate smart solar systems for our growing EV fleet, where feasible. These systems are 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.

Continued on following page

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

Standard	Description	Cross-Reference or Answer															
3-3 <i>Continued</i>	Management of Water and Effluents	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 completed, liquids are typically discharged or transported to municipal treatment facilities, much like everyday wastewater. The most common form of pretreatment is aeration, which introduces air into the liquids to accelerate the elimination or reduction of constituents. Other techniques include chemical precipitation, adjusting the water chemistry to remove constituents, or advanced biological treatment, using microorganisms to consume constituents in liquids At select closed landfills, we implement bioremediation which uses vegetation to clean or consume leachate directly from a landfill. We use two forms of bioremediation: treatment wetlands and phytoremediation. Treatment wetlands are large, lined pools filled with leachate from a closed landfill, and populated by a variety of wetlands plant species that naturally filter leachate, efficiently removing metals and other contaminants to meet regulatory discharge standards. Similar to treated liquids from a wastewater treatment facility, the leachate is eventually considered clean enough for release into nearby waterways. Phytoremediation involves planting grasses and trees, including hybrid willows and poplars, which are watered and fed by leachate at closed landfills. Irrigation lines run from storage tanks along the rows of trees, delivering leachate to the roots, which are highly effective at removing leachate and at some locations have completely eliminated the need to haul any leachate off-site, delivering both environmental and economic sustainability. Learn more about bioremediation in the 2022 Sustainability Report and its biodiversity impacts in GRI 3-3: 304 Biodiversity. 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-Aligned Climate Risk Report. 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 regarding the discharge of effluent, which includes leachate. These standards include guidelines set forth in the Clean Water Act, among others. We also have a robust set of policies, standard operating procedures, and “absolutes” within our Environmental Resource Guide.															
303-3	Water Withdrawal	<table><tr><th>Water withdrawal</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>Megaliters</td><td>1,742</td><td>1,561</td><td>1,760</td><td>1,980</td></tr><tr><td>Million cubic meters</td><td>1.742</td><td>1.561</td><td>1.760</td><td>1.980</td></tr></table> These volumes represent water purchased from utilities during the listed reporting year, without historical restatements on the basis of acquisitions or divestitures.	Water withdrawal	2022	2023	2024	2025	Megaliters	1,742	1,561	1,760	1,980	Million cubic meters	1.742	1.561	1.760	1.980
Water withdrawal	2022	2023	2024	2025													
Megaliters	1,742	1,561	1,760	1,980													
Million cubic meters	1.742	1.561	1.760	1.980													

GRI 304: Biodiversity [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Biodiversity	Our Environmental Policy requires us to minimize environmental impacts. While most of our facilities are hauling operations in industrial areas primarily providing vehicle parking and maintenance services, our landfills offer opportunities to support biodiversity and ecosystem restoration. As landfills close, we seek to repurpose them as parks, conservation areas, and other natural spaces. Several closed landfills also use bioremediation techniques, such as treatment wetlands and phytoremediation systems (see GRI 3-3: 303 Water and Effluents), that naturally treat leachate while supporting diverse plant and animal habitats. See examples in our 2025 Sustainability Report .

GRI 305: Emissions [2016]

Standard	Description	Cross-Reference or Answer
3-3	Management of Emissions	Our Environmental Policy details our commitment to continuous improvement, pollution prevention and impact reduction. Landfill methane, vehicle and equipment use, and building energy contribute to climate change; however, through our scale and strength, we are in a unique position to provide safe, responsible environmental services while protecting the planet and our communities. We were the first in the industry to adopt 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. 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: Diverting organic waste from landfills to recycling and composting facilities helps reduce landfill emissions. We support these efforts through our recycling and organics services and by advocating for policies that encourage waste diversion. 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 2025, we had 180+ electric collection vehicles on the road, with plans to expand 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. New building construction and retrofits are guided by the U.S. Green Building Council’s LEED standards, which include implementing energy reduction and water conservation practices, and using sustainable materials and design principles that enhance comfort. 2025 Sustainability Report: Climate Leadership; 2024 TCFD-Aligned Climate Risk Report

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer					
305-1	Direct (Scope 1) GHG Emissions	Scope 1 emissions (MTCO ₂ e)	2017	2022	2023	2024	2025
		Landfills	14,925,338	13,697,451	13,083,963	12,172,202	11,886,209
		Fleet	1,867,472	1,532,566	1,319,368	1,223,396	1,178,018
		Buildings	284,318	319,129	310,519	302,819	298,457
		Total Scope 1 GHG Emissions	17,077,128	15,549,146	14,713,851	13,698,417	13,362,683
		Biogenic Emissions	6,542,478	6,663,700	6,953,101	6,901,294	6,625,027
		2025 Sustainability Report: Climate Leadership					
		2025 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 2025, Republic sequestered 27.9 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 with 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 v16, we estimate the avoided lifecycle emissions from the 3.6M short tons of recycled commodities and 1M short tons of compost that we processed in 2025 (less customer contamination), to be a -10.52 MMTCO ₂ e. The significant change from our previous years’ recycling avoided emissions is attributed to our estimation methodology which previously used tons managed.							

Continued to following page

GRI 305: Emissions [2016] (Continued)

Standard	Description	Cross-Reference or Answer																																										
305-3 <i>Continued</i>	Other Indirect (Scope 3) GHG Emissions	Republic Services’ inventory includes CO2, CH4, and N2O emissions throughout our value chain from fuel consumption, purchased electricity and landfill emissions. HFC emissions from refrigerant use, PFCs, NF3, and SF6 are not included, as Republic does not interact with these compounds at a materially reportable level. See GRI 2-4 for details regarding restatements. Our solid waste industry peers have come to a consensus that emissions from waste collected from customers and disposed of at third-party facilities are within Scope 3 of the customers whose waste was hauled. Within Scope 1 of the landfill owners/ operators, however, those emissions are excluded from the inventory of the hauler. We follow this consensus. Categories 1, 2, and 6 of our GHG 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	<table><tr><th>Emissions intensity</th><th>2017</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>Revenue (\$US Millions)</td><td>10,042</td><td>13,511</td><td>14,965</td><td>16,032</td><td>16,591</td></tr><tr><td>Scope 1 CO2e/\$M</td><td>1,701</td><td>1,151</td><td>983</td><td>854</td><td>805</td></tr><tr><td>Scope 2 CO2e/\$M</td><td>25</td><td>14</td><td>13</td><td>12</td><td>11</td></tr><tr><td>Scope 3 CO2e/\$M</td><td>195</td><td>160</td><td>160</td><td>136</td><td>131</td></tr><tr><td>Scopes 1 & 2 CO2e/\$M</td><td>1,726</td><td>1,165</td><td>997</td><td>867</td><td>816</td></tr><tr><td>Scopes 1, 2 & 3 CO2e/\$M</td><td>1,920</td><td>1,325</td><td>1,147</td><td>1,003</td><td>948</td></tr></table> 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.	Emissions intensity	2017	2022	2023	2024	2025	Revenue (\$US Millions)	10,042	13,511	14,965	16,032	16,591	Scope 1 CO2e/\$M	1,701	1,151	983	854	805	Scope 2 CO2e/\$M	25	14	13	12	11	Scope 3 CO2e/\$M	195	160	160	136	131	Scopes 1 & 2 CO2e/\$M	1,726	1,165	997	867	816	Scopes 1, 2 & 3 CO2e/\$M	1,920	1,325	1,147	1,003	948
Emissions intensity	2017	2022	2023	2024	2025																																							
Revenue (\$US Millions)	10,042	13,511	14,965	16,032	16,591																																							
Scope 1 CO2e/\$M	1,701	1,151	983	854	805																																							
Scope 2 CO2e/\$M	25	14	13	12	11																																							
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Scopes 1, 2 & 3 CO2e/\$M	1,920	1,325	1,147	1,003	948																																							

Standard	Description	Cross-Reference or Answer								
305-5	Reduction of GHG Emissions MTCO2e	2030 SUSTAINABILITY GOAL: Climate Leadership		2017	2022	2023	2024	2025	Change ('17-'25)	2030 Goal
		Scope 1		17,077,128	15,549,146	14,713,851	13,698,417	13,362,683	-21.8%	11,100,133
		Scope 2		249,735	195,624	200,784	193,405	183,827	-26.4%	162,327
		Science Based Target: Scopes 1 & 2		17,326,862	15,744,770	14,914,635	13,891,823	13,546,511	-21.8%	11,262,461
		Scope 3		1,953,342	2,159,237	2,248,384	2,181,026	2,180,347	11.6%	
		Scopes 1, 2 & 3		19,280,205	17,904,007	17,163,019	16,072,849	15,726,858	-18.4%	
		Totals may differ from the sum of the components due to rounding.								
305-7	Nitrogen Oxides (NO _x), Sulfur Oxides (SO _x), and Other Significant Air Emissions	Air emissions (metric tons)		2022	2023	2024	2025			
		NO _x (excluding N ₂ O)	Stationary	1,368	1,396	758	707			
			Mobile	929	794	767	742			
			Total	2,297	2,190	1,525	1,449			
		SO _x	Stationary	330	337	315	293			
			Mobile	7	6	6	5			
			Total	337	343	321	298			
		Volatile organic compounds (VOCs)	Stationary	33	33	42	39			
			Mobile	45	37	34	33			
			Total	78	70	76	72			
		Hazardous Air Pollutants (HAPs)	Stationary	51	53	49	46			
			Total	51	53	49	46			
		PM10	Mobile	10	9	8	8			
		PM2.5	Mobile	10	8	8	8			
		2025 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 GHG 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 (e.g., 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 2025 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 2025 10-K and 2025 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	<table><tr><th>2030 SUSTAINABILITY GOAL: Climate Leadership</th><th>2017</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th><th>2030 Goal</th></tr><tr><td>Circular Economy: Key Materials Recovered (million tons)</td><td>2.4</td><td>2.4</td><td>2.2</td><td>2.4</td><td>2.6</td><td>3.4</td></tr><tr><td>Renewable Energy: Beneficial biogas reuse (billion standard cubic feet)</td><td>73.4</td><td>72.3</td><td>71.7</td><td>76.9</td><td>83.6</td><td>110.1</td></tr></table> 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 2025 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.	2030 SUSTAINABILITY GOAL: Climate Leadership	2017	2022	2023	2024	2025	2030 Goal	Circular Economy: Key Materials Recovered (million tons)	2.4	2.4	2.2	2.4	2.6	3.4	Renewable Energy: Beneficial biogas reuse (billion standard cubic feet)	73.4	72.3	71.7	76.9	83.6	110.1
2030 SUSTAINABILITY GOAL: Climate Leadership	2017	2022	2023	2024	2025	2030 Goal																	
Circular Economy: Key Materials Recovered (million tons)	2.4	2.4	2.2	2.4	2.6	3.4																	
Renewable Energy: Beneficial biogas reuse (billion standard cubic feet)	73.4	72.3	71.7	76.9	83.6	110.1																	

GRI 306: Waste [2020] (Continued)

Standard	Description	Cross-Reference or Answer				
306-3	Waste Generated	Operational waste generated (metric tons)	2022	2023	2024	2025
		Facility waste disposed	23,727	22,924	25,755	25,590
		Equipment waste disposed	157	157	149	99
		Total waste disposed	23,884	23,081	25,904	25,689
		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.				
		Customer waste received at our MSW landfills (million metric tons)	2022	2023	2024	2025
		Waste received	47.5	48.6	48.7	47.2
		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)	2022	2023	2024	2025
		Facility material diverted	7,149	6,399	7,856	8,004
		Equipment material diverted	13,290	12,672	7,352	8,659
		Operational diversion rate (percent)	46.1%	45.4%	58.7%	61.9%
		Total waste diverted	20,439	19,071	15,207	16,662
		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.				
		Customer waste diverted from landfill (million metric tons)	2022	2023	2024	2025
		Organics	0.9	1.0	1.0	1.0
		Recycling	5.1	4.8	5.3	5.3
		Total diverted	6.0	5.8	6.3	6.3
		Total MSW received	47.5	48.6	48.7	47.2
		Customer diversion rate	11%	11%	11%	12%
		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. Totals may differ from the sum of the components due to rounding.				
		2025 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 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 EVP, 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, 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. Suppliers that are able to support 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 that source products (e.g., carts, uniforms, etc.) from recycled content and 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.

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

Standard	Description	Cross-Reference or Answer			
308-1	New Suppliers That Were Screened Using Environmental Criteria	Supplier screening program	2023	2024	2025
		Total number of Tier-1 suppliers	9,871	17,000	16,800
		Total number of significant suppliers in Tier-1	1,322	991	667
		Percent of total spend on significant suppliers in Tier-1	18%	37%	35%
		Total number of significant suppliers in non-Tier-1	0	0	0
		Total number of significant suppliers (Tier-1 and non-Tier-1)	1,322	991	667
		Between 2023 and 2024 we introduced new tracking systems and definitions, impacting our overall count of Tier 1 Suppliers. As our organization continues to redefine our segmentation model, we have implemented changes that resulted in approximately 220 Suppliers being reclassified to a non-Tier 1. This change reflects the maturity of the organization as well as Supplier spend consolidation efforts. These adjustments are part of our broader, structured approach to Supplier management, which includes ongoing analysis of annual spend. We take a structured approach to identify our significant Suppliers, involving the analysis of several factors including annual spend, type of product or service supplied, the criticality of that offering to the business, ability of the business to find a substitute, and the risk associated with the offering, which encompasses environmental, social and governance (ESG) risks. To identify Suppliers to engage in our custom Supplier ESG management survey, we 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 diversity reporting through Gainfront and our own Supplier ESG 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 procurement 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 (QBRs), 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 Report, and our internal Employee Handbook.																												
401-1	New Employee Hires and Employee Turnover	<table><tr><th>Employee engagement</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th><th>2030 Goal</th></tr><tr><td>2030 SUSTAINABILITY GOAL: Talent Engaged Workforce: company-wide</td><td>85</td><td>86</td><td>86</td><td>87</td><td>88</td></tr><tr><td>Ethnically diverse</td><td>87</td><td>87</td><td>87</td><td>88</td><td rowspan="3"></td></tr><tr><td>Female</td><td>86</td><td>88</td><td>88</td><td>89</td></tr><tr><td>Male</td><td>84</td><td>85</td><td>86</td><td>87</td></tr></table>	Employee engagement	2022	2023	2024	2025	2030 Goal	2030 SUSTAINABILITY GOAL: Talent Engaged Workforce: company-wide	85	86	86	87	88	Ethnically diverse	87	87	87	88		Female	86	88	88	89	Male	84	85	86	87
Employee engagement	2022	2023	2024	2025	2030 Goal																									
2030 SUSTAINABILITY GOAL: Talent Engaged Workforce: company-wide	85	86	86	87	88																									
Ethnically diverse	87	87	87	88																										
Female	86	88	88	89																										
Male	84	85	86	87																										

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GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer				
401-1 <i>Continued</i>	New Employee Hires and Employee Turnover	Employee turnover rates	2022	2023	2024	2025
		Company-wide	25.1%	21.1%	19.6%	18.9%
		Voluntary turnover	20.1%	14.7%	13.3%	12.9%
		Drivers and technicians	24.8%	21.9%	20.9%	19.7%
		Age: Employees <30		41.6%	39.3%	33.7%
		Age: Employees 30-50		23.4%	22.1%	21.5%
		Age: Employees >50		10.9%	10.2%	10.9%
		Gender: Female employees		17.4%	15.7%	16.0%
		Gender: Male employees		21.7%	20.6%	19.6%
		Hiring	2022	2023	2024	2025
		Company-wide new employee hires	11,669	10,479	9,476	9,454
		Percentage of open positions filled by internal candidates (internal hires)	27%	28%	27%	30%
		Average hiring cost per full-time employee	20,000	20,000	20,000	20,000
		Age: Hires <30		2,985	2,816	2,547
		Age: Hires 30-50		5,662	5,213	5,230
		Age: Hires >50		1,832	1,447	1,677
		Gender: Female hires		1,592	1,516	1,626
		Gender: Male hires		8,887	7,960	7,817
		We report on turnover amongst drivers and technicians as part of our management of these two large employee groups, which are critical to our business operations and represent the majority of our workforce.				
401-2	Benefits Provided to Full-Time Employees	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.				

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GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer
401-2 <i>Continued</i>	Benefits Provided to Full-Time Employees	• 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. • 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 develop 2025 assurance statement, 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.

GRI 401: Employment [2016] (Continued)

Standard	Description	Cross-Reference or Answer				
401-3	Parental Leave	Parental leave	2022	2023	2024	2025
		Number of eligible female employees	6,797	7,714	8,133	8,186
		Number of eligible male employees	28,304	31,248	33,177	33,324
		Number of female employees who took parental leave	152	182	179	159
		Number of male employees who took parental leave	502	642	665	629
		Number of female employees retained 12 months after return to work	104	144	146	159
		Number of male employees retained 12 months after return to work	390	525	537	626
		Female employees retained 12 months after return to work	68%	79%	82%	100%
		Male employees retained 12 months after return to work	77%	82%	81%	99%
		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 2025 Sustainability Report: Safety. In 2022, a sustainability and performance modifier was added to our executives’ compensation plan that includes improved performance toward our safety goal, Incident Reduction. Read more in our 2026 Proxy Statement: Executive Compensation: Sustainability and Performance 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. They: • 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

Continued to following page

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

Standard	Description	Cross-Reference or Answer
3-3 <i>Continued</i>	Management of Occupational Health and Safety	• 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 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 two winners in 2025 for Driver of the Year and one winner for a new category Maintenance Technician of the 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.
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 2025 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 Area Safety Managers, Business Unit Level Safety Managers, and Safety Representatives. Corporate safety staff includes the VP of EHS (who reports to the EVP, Chief Operating Officer with a dotted line to the EVP, Chief Legal Officer), Director of Safety, Senior Managers of Safety, Managers of DOT Compliance, Manager of Environmental and Heath Safety Programs and Safety Training Managers

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

Standard	Description	Cross-Reference or Answer										
403-1 <i>Continued</i>	Occupational Health and Safety Management System	One of our core values is to be Safe and Republic’s EVP, 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. 2025 Sustainability Report: Safety , Code of Business Ethics & Conduct : Promoting a Safe Workplace										
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	<table><tr><th>Divisions assessed</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>Number of divisions</td><td>30</td><td>30</td><td>30</td><td>32</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 analyze 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 frontline employees: drivers, maintenance technicians, recycling center 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.	Divisions assessed	2022	2023	2024	2025	Number of divisions	30	30	30	32
Divisions assessed	2022	2023	2024	2025								
Number of divisions	30	30	30	32								
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.										

Standard	Description	Cross-Reference or Answer						
403-5	Worker Training on Occupational Health and Safety	Type of training	Count	Units	Hours/course	Total hours		
		Safety Refresher Training	23,000	All Safety Sensitive Employees	0.5	138,000		
		New Driver Training	3,667	Drivers	160	586,720		
		Train-the-Trainers	742	Trainers	2.5	1,855		
		Crash and Injury Investigation	152	Supervisors	2.5	380		
		Safety Core Competencies	231	Supervisors	36	8,316		
		Total hours of Safety Training				735,271		
		*Safety Refresher Training is required monthly by all safety-sensitive employees, which varied from month to month, but numbered more than 23,000 as of December 31, 2025. Contingent employees received safety training at time of assignment in 2025 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	2022	2023	2024	2025	2030 Goal
		2030 SUSTAINABILITY GOAL: Incident Reduction: OSHA TRIR	3.6	3.6	3.5	3.2	3.1	2.0
		OSHA Reportable Fatalities	2	2	3	0	2	0
		Fatalities Operating Collection Vehicles	4	0	0	0	1	0
		2030 SUSTAINABILITY GOAL: Safety Amplified: Total Fatalities	6	2	3	0	2	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.						
		Lost-time injury frequency rate	2022	2023	2024	2025		
		LTIFR	5.78	5.18	5.12	5.16		
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, among others. • Environmental: Encompassing Environmental Protection Agency (EPA) hazardous and solid waste management regulations, stormwater management, clean air regulations, Department of Transportation (DOT) transportation compliance, and permit requirements associated with our Treatment, Storage, and Disposal Facilities. • 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 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 by measuring employee sentiment and learning, as well as behavioral and performance improvement. The governance of our training and education initiatives is driven by both enterprise-level 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	2022	2023	2024	2025
		Drivers – including classroom, skills activities and on-route training	132	132	132	136*
		Customer Service Agents	112	112	120	120
		Leadership	52	54**	56	57
		In addition to the 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 136 hours for Driver Training: 8 hours for Onboarding, 8 hours for Introduction to Safety+Skills, and a minimum of 3 weeks (40 hours/week) for Behind-the-Wheel Instructor (BTWI) training.				
		**Based on 36 hours for Hauling Supervisor Onboarding / Operations Manager Onboarding and 18 hours for Leadership Fundamentals.				
		Ongoing training	2022	2023	2024	2025
		Average hours per FTE of training and development	16	16	16	16
		Average spend per FTE on training and development*	\$287	\$315	\$398	\$289
*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 9-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.				
Continued on following page						

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

Standard	Description	Cross-Reference or Answer																				
404-2 <i>Continued</i>	Programs for Upgrading Employee Skills and Transition Assistance Programs	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 DOT 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. 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 uses the reputable ExecOnline platform to deliver leadership and business modules. Participants focus on key areas such as 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	<table><tr><th>Percentage of eligible employees who received a performance review</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>% of Eligible Employees</td><td>90%</td><td>98%</td><td>97%</td><td>99%</td></tr><tr><td>% of Eligible Females</td><td>90%</td><td>99%</td><td>97%</td><td>99%</td></tr><tr><td>% of Eligible Males</td><td>87%</td><td>98%</td><td>97%</td><td>99%</td></tr></table> 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, 2025. 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.	Percentage of eligible employees who received a performance review	2022	2023	2024	2025	% of Eligible Employees	90%	98%	97%	99%	% of Eligible Females	90%	99%	97%	99%	% of Eligible Males	87%	98%	97%	99%
Percentage of eligible employees who received a performance review	2022	2023	2024	2025																		
% of Eligible Employees	90%	98%	97%	99%																		
% of Eligible Females	90%	99%	97%	99%																		
% of Eligible Males	87%	98%	97%	99%																		

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)	2022	2023	2024	2025
		Female share of board of directors	33.3%	33.3%	30.8%	33.3%
		Female share of total workforce	19.9%	19.6%	19.7%	19.7%
		Females in all management positions, including junior, middle and senior management	24.5%	23.9%	24.4%	24.4%
		Females in junior management positions, i.e., first level of management	22.3%	20.3%	20.3%	20.0%
		Females in top management positions, i.e., maximum two levels away from the CEO or comparable positions	32.0%	43.8%	40.0%	46.7%
		Female share of management positions in revenue-generating functions	12.3%	12.9%	14.2%	15.1%
		Race and ethnicity (percent of total workforce)	2022	2023	2024	2025
		Non-white (excluding ethnically unknown)	47.2%	47.5%	48.3%	50.4%
		Asian	1.5%	1.6%	1.7%	1.8%
		Black or African American	19.1%	18.6%	18.5%	18.6%
		Hispanic or Latino	23.7%	24.4%	25.1%	26.2%
		White	52.8%	52.5%	51.7%	50.2%
		Indigenous or Native	0.7%	0.8%	0.8%	0.9%
		Other	2.1%	2.2%	2.3%	2.3%
		Age diversity	2022	2023	2024	2025
		<30 years old	12.1%	12.0%	12.0%	11.0%
		30-50 years old	50.2%	50.0%	49.8%	49.3%
		>50 years old	37.7%	38.0%	38.2%	39.7%
		Veterans (percent of total workforce)	2022	2023	2024	2025
		Veterans	10.7%	11.4%	12.0%	12.7%

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 commitments 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 114 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, use 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 EVP, 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 2025 Sustainability Report: Communities.

GRI 413: Local Communities [2016]

Standard	Description	Cross-Reference or Answer															
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	100% of our operations have local community engagement and/or local community development programs available to them via the three giving pathways described in GRI 3-3: 413 Local Communities:															
		<table><tr><th>2030 SUSTAINABILITY GOAL: Communities</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th><th>2030 Goal</th></tr><tr><td>Community Investment: People Positively Impacted (millions, cumulative)</td><td>9.4</td><td>14.1</td><td>19.3</td><td>25</td><td>45</td></tr></table>	2030 SUSTAINABILITY GOAL: Communities	2022	2023	2024	2025	2030 Goal	Community Investment: People Positively Impacted (millions, cumulative)	9.4	14.1	19.3	25	45			
		2030 SUSTAINABILITY GOAL: Communities	2022	2023	2024	2025	2030 Goal										
		Community Investment: People Positively Impacted (millions, cumulative)	9.4	14.1	19.3	25	45										
		In 2025, Republic Services positively impacted over 5.7M people.															
		<table><tr><th>Giving (\$ USD)</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>Cash contributions</td><td>6,498,649</td><td>6,543,045</td><td>7,535,756</td><td>7,472,613</td></tr><tr><td>In-kind giving</td><td>2,636,521</td><td>3,026,033</td><td>2,849,373</td><td>2,732,370</td></tr></table>	Giving (\$ USD)	2022	2023	2024	2025	Cash contributions	6,498,649	6,543,045	7,535,756	7,472,613	In-kind giving	2,636,521	3,026,033	2,849,373	2,732,370
		Giving (\$ USD)	2022	2023	2024	2025											
		Cash contributions	6,498,649	6,543,045	7,535,756	7,472,613											
In-kind giving	2,636,521	3,026,033	2,849,373	2,732,370													
Republic gave approximately \$10.2 million back to the communities it serves in 2025.																	
413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	2025 SASB Report : IF-WM-120a.2; 2025 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 PACs 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 PACs 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	<table><tr><th>Political contributions (\$ USD)</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>Recipient: Federal lobbying (USA)</td><td>\$327,500</td><td>\$390,000</td><td>\$390,000</td><td>\$330,000</td></tr><tr><td>Recipient: Local, regional, national political campaigns/ organizations/candidates (USA)</td><td>\$1,162,017</td><td>\$737,448</td><td>\$1,299,744</td><td>\$576,498</td></tr><tr><td>Recipient: Trade associations/Tax-exempt groups (USA)</td><td>\$545,240</td><td>\$647,321</td><td>\$660,681</td><td>\$1,202,478</td></tr></table> Significant contributions (above \$25,000 per year) include the following: • National Waste & Recycling Association (NWRA) in the amount of \$563,840. 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. • Oregon Refuse and Recycling Association (ORRA) in the amount of \$221,492. The ORRA is a statewide trade association representing the solid waste and recycling industry in Oregon. • S-3 Group, formerly West Front Strategies, in the amount of \$180,000. S-3 Group represents Republic as registered lobbyists on federal policy, legislation and regulatory matters. • Washington Refuse and Recycling Association (WRRRA) in the amount of \$152,400. The WRRRA is a statewide trade association representing solid waste collection, recycling, and disposal companies in Washington. • Alignment Government Strategies in the amount of \$150,000. Alignment Government Strategies is a federal government relations firm that historically represented legacy US Ecology and now represents Republic. • Environmental Technology Council (ETC) in the amount of \$98,431. The ETC is the leading trade association for commercial businesses involved in recycling, treatment and disposal of industrial and hazardous wastes. The ETC is a trade association long-supported by legacy US Ecology, in which Republic now actively participates. • Solid Waste Association of Orange County (SWAOC) in the amount of \$52,000. The SWAOC is a regional organization representing public and private sector stakeholders involved in solid waste management in Orange County, California. • Compost Council in the amount of \$33,885. Compost Council is an industry organization focused on advancing compost practices, organic waste diversion, and soil health initiatives. The organization supports policy development, education, and market growth for composting at the state and national levels.	Political contributions (\$ USD)	2022	2023	2024	2025	Recipient: Federal lobbying (USA)	\$327,500	\$390,000	\$390,000	\$330,000	Recipient: Local, regional, national political campaigns/ organizations/candidates (USA)	\$1,162,017	\$737,448	\$1,299,744	\$576,498	Recipient: Trade associations/Tax-exempt groups (USA)	\$545,240	\$647,321	\$660,681	\$1,202,478
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