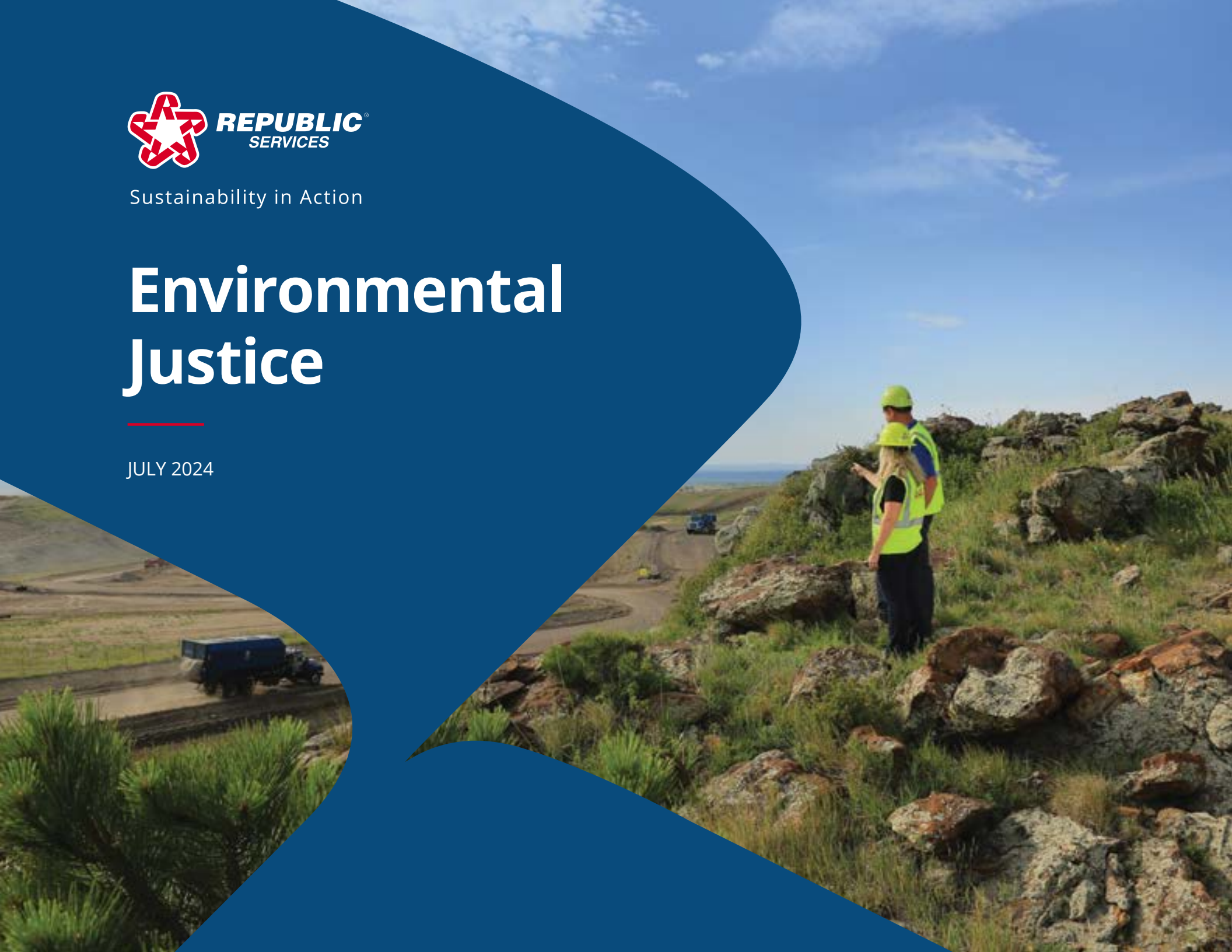




Sustainability in Action

Environmental Justice

JULY 2024



Introduction

At Republic Services, our business is fundamentally about keeping communities clean and healthy. Being a good neighbor is a top priority, and we're proud of the positive impact we have on the environment and in our local communities.

Environmental justice is an important aspect of our commitment to being a leader in sustainability. Our approach is in alignment with the U.S. Environmental Protection Agency's (EPA) definition of environmental justice:

*“ the **fair treatment** and **meaningful involvement** of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. ”*



Fair Treatment Through Republic Services' Standard Operating Model

Our operating model enables us to deliver consistent, high-quality service to all our customers. With standardized processes, rigorous controls and executive-level oversight, we leverage our scale and deliver durable operational excellence.



Our **Engineering and Environmental Compliance Teams** consistently monitor operation of our landfills and report to our chief operating officer. Stringent oversight and detection controls enable Republic Services to standardize compliance, operations, quality of service and reporting across our landfill operations. Several environmental factors are monitored, including leachate and gas management, stormwater and odor control.



Republic Services' **Internal Audit Team** routinely conducts thorough operational audits to ensure compliance with our operating standards. Our Ethics and Compliance function also performs routine reviews with our engineering and environmental compliance teams, and our chief legal officer reviews operational data with our engineering and environmental compliance leaders on a quarterly basis.

We continually work to raise the bar in keeping our communities clean through recycling and waste collection, and innovative diversion solutions. Our uniform, enterprise-wide approach enables us to manage potential longer-term environmental and social risks through a system of checks and balances. We also empower our local company leaders to take action for the long-term benefit of our environmental and community goals, and financial performance.

Meaningful Involvement with an Emphasis on Consistent Community Engagement

We know that operating responsibly is critical to ensuring a positive impact in the communities we serve, but it's only part of the equation. We also strive to be a good neighbor and take a proactive approach by engaging with and investing in the communities we serve.

Our **Human Rights Policy** provides guidance on our comprehensive engagement program, including candid dialogue with our communities and other stakeholders. Respect for human rights is the responsibility of every Republic Services employee and member of our Board of Directors. Our president and chief executive officer; and executive vice president, chief legal officer and chief ethics & compliance officer provide executive oversight of our Human Rights Policy, which is overseen by the Sustainability & Corporate Responsibility Committee of our Board.

Republic Services empowers and expects local leadership to be active in their local communities and own community relationships, while our community relations team provides resources and ensures consistency. We believe it's important for a familiar face to help build trust within the community and create effective avenues of communication between the community and our company.



Local leadership teams follow a **Good Neighbor Plan** that guides engagement, involvement and education in the community. Activities include tours and open houses for elected officials and community leaders to view our safety and environmental initiatives; community events, including parades and cleanups; 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 2030 goal to create sustainable neighborhoods through strong community partnerships for 45 million people. For additional information, visit the **Communities** section of our website.

While we emphasize proactive and consistent community outreach, we take pride in being agile, seeking and responding to feedback from community members. In instances where there may be community objections about site plans or operations, our local teams are encouraged to meet with the community to find common ground.



Board Oversight

Republic Services' ability to make a positive impact in our communities starts with strong oversight. Our Board of Directors has a longstanding commitment to sustainability, with direct and active oversight of our program. The Board conducts an in-depth review of the Company's sustainability performance on a quarterly basis.

Specifically, the Board's Sustainability & Corporate Responsibility Committee, established in 2015, has oversight responsibility with respect to environmental justice, along with other opportunities and risks tied to the four elements of our sustainability program: safety, talent, climate leadership and communities.

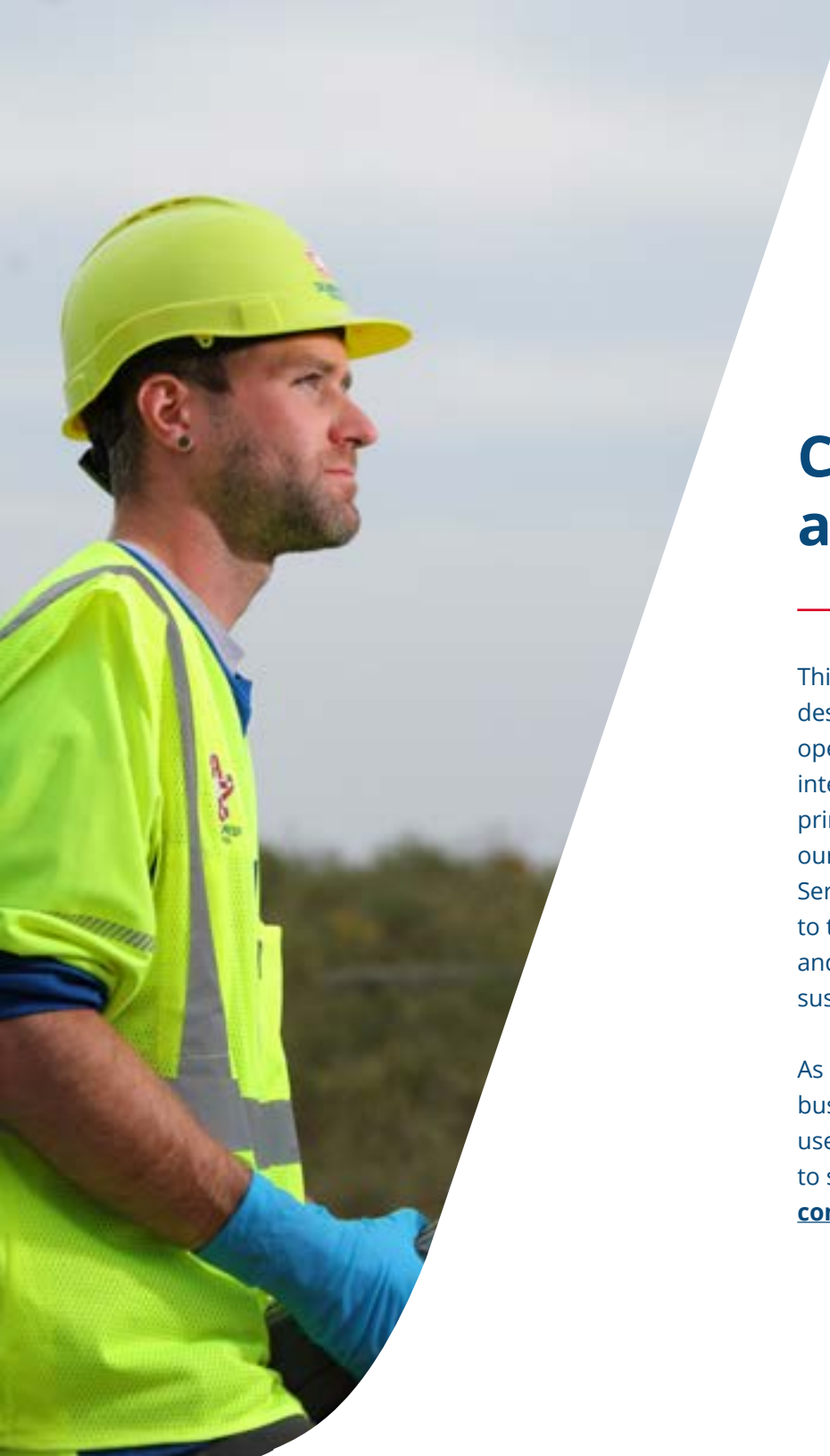


Civil Rights and Equal Employment Opportunity

Being human-centered and respecting the dignity and unique potential of every person, is one of our Company's values. Our values – Safe, Committed to Serve, Environmentally Responsible, Driven and Human-Centered – are fundamental to working at Republic Services and help ensure we are making a positive impact. We are focused on delivering results in the right way.

Republic Services' Board has a strong track record of active oversight of our talent and community engagement efforts. As part of our continuing focus on maintaining a highly inclusive and diverse culture, we have engaged an independent firm to conduct a civil rights assessment, which will include input from a range of stakeholders, including Republic Services employees, customers, suppliers and members of our communities. The perspective gained from this assessment will help us further strengthen and advance safety; employee engagement, retention and development; inclusion and diversity; and community engagement across our organization. The assessment will also help to further our environmental justice initiatives and commitment to keeping communities clean and safe.





Commitment to Transparency and Disclosure

This is Republic Services' fourth analysis of our facilities' locations and is designed to provide information and insight into the communities where we operate. We leverage the U.S. Environmental Protection Agency (EPA) and its interactive Environmental Justice Screening and Mapping (**EJScreen**) tool as our primary data source. We also incorporated EJScreen's search functionality on our [website](#), enabling users to obtain socioeconomic data for specific Republic Services locations. We believe this level of data is evidence of our commitment to transparency and will help stakeholders better understand our local presence and further engage with us. We will continue to refresh this data in our annual sustainability reporting.

As a leader in environmental services, sustainability is a critical component of our business model. One of our strategic priorities and differentiating capabilities is to use sustainability as a platform for growth. To learn more about our commitment to sustainability or to read our latest Sustainability Report, visit RepublicServices.com/Sustainability.

METHODOLOGY

Our approach in this fourth disclosure utilizes data and terminology from EJScreen to provide consistency for our stakeholders. More information on EJScreen data and methodology can be found on the [EPA's EJScreen](#) site, including [definitions](#).

Our analysis represents the percentage of 1) people of color and 2) people in low-income households within a given radius compared to the state average. To conduct this analysis, we created a 1km and 5km radii around each location and then extracted the EPA's data for percentage of people of color and low-income households. We then compared those percentages to the respective state average. If, for example, the percentage of people of color was lower than the state average, then that facility fell into the "below" category, and vice versa. All "above" and "below" counts were calculated to provide an overall percentage.

DENSELY POPULATED AREAS

Beyond disclosing location data on our facilities and their surrounding communities, we also disclose the number of facilities in or near areas of dense population, in line with the Sustainability Accounting Standards Board (SASB) Waste Management Sustainability Accounting Standard.

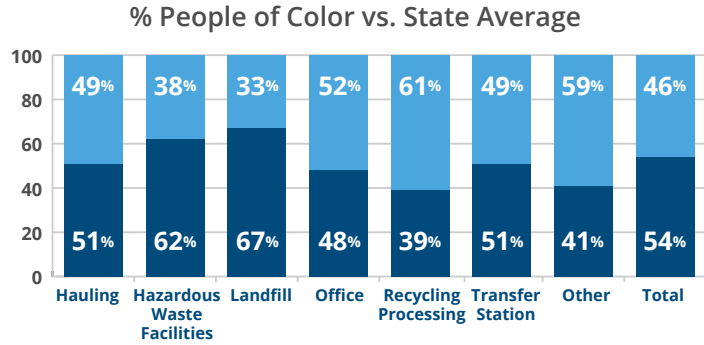
Analysis

Analysis of data regarding our facility locations, across both 1km and 5km radii, demonstrates equitable access to our facilities' benefits across both ethnic and socioeconomic dimensions. The data in our analysis is as of April 2024 and includes a percentage breakdown of site types. Site types have been updated from previous years, so the data is not directly comparable to past reporting.

Site Type Key		
Site Type	Description	Share of Total
Hauling	Facilities dedicated to our fleet; customer drop-off sites	30%
Hazardous Waste Facilities	Facilities dedicated to the storage, processing, and/or permanent disposal of hazardous materials	5%
Landfill	Permanent disposal sites for municipal solid waste as well as construction and demolition waste	26%
Office	Office space	4%
Recycling Processing	Facilities that process recyclable material	6%
Transfer Station	Industrial buildings, including material drop-off sites	17%
Other	Miscellaneous facilities not included elsewhere	12%

Distribution of Facility Locations

1-kilometer radius



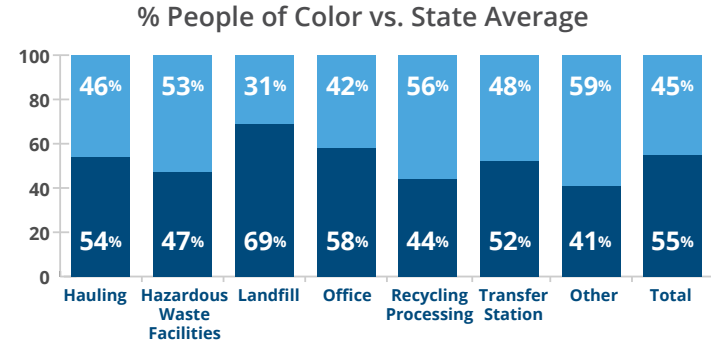
54%

of our facilities are in areas with people of color populations **below** the state average.

46%

of our facilities are in areas with people of color populations **above** the state average.

5-kilometer radius



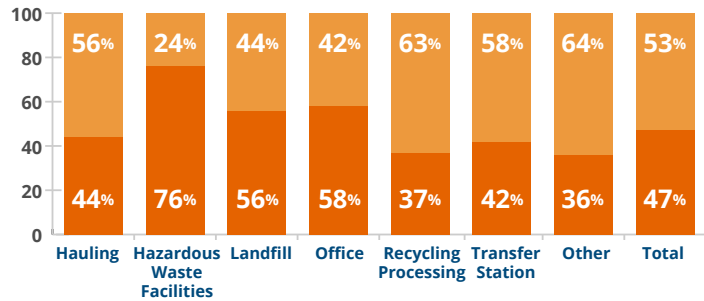
55%

of our facilities are in areas with people of color populations **below** the state average.

45%

of our facilities are in areas with people of color populations **above** the state average.

Household Income vs. State Average



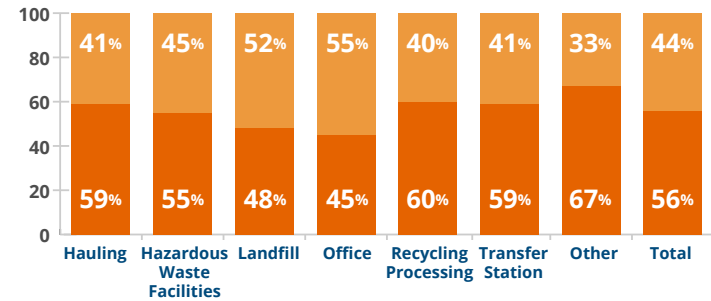
53%

of our facilities are in areas with a low-income population **below** the state average.

47%

of our facilities are in areas with a low-income population **above** the state average.

Household Income vs. State Average



44%

of our facilities are in areas with a low-income population **below** the state average.

56%

of our facilities are in areas with a low-income population **above** the state average.

■ % People of Color < State Average
 ■ % People of Color > State Average
 ■ % Low-Income Population < State Average
 ■ % Low-Income Population > State Average



For more information on Republic Services' sustainability initiatives, visit RepublicServices.com/Sustainability.

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