



**REPUBLIC**  
SERVICES

# Sustainability in Action™

2023 Sustainability Report







## 2023 Sustainability Report

Republic Services proudly presents our 2023 Sustainability Report, which highlights our industry-leading sustainability initiatives and tracks progress toward our ambitious 2030 goals.

Our investments in Sustainability Innovation to transform plastics circularity and advance decarbonization solutions are helping deliver on our vision to partner with customers to create a more sustainable world.

As part of our ongoing commitment to transparency and disclosure, we are releasing a full suite of **2023 sustainability reporting**, which includes SASB, GRI, TCFD, Environmental Justice, CDP and EEO-1 reports.

The progress we've reported toward our 2030 goals represents data as of December 31, 2023. Most data has undergone **limited assurance** by LRQA, an accredited third-party verifier.

**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 risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied or projected by, the forward-looking information and statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot assure you that the expectations will prove to be correct. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. More information on factors that could cause actual results or events to differ materially from those anticipated is included from time to time in our reports filed with the Securities and Exchange Commission, including our Annual Report on Form 10-K for the year ended December 31, 2023, 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.

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# About Us

We're partnering with customers to create a more sustainable world.





## A MESSAGE FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER

# Innovating for the Future

At Republic Services, our vision is to partner with customers to create a more sustainable world. That's a big ambition, one that requires commitment and ingenuity. It's why we are innovating to develop sustainable solutions that help meet our customers' needs.

Sustainability is our business. Every day, businesses, municipalities and residents throughout North America rely on us to responsibly manage their diverse recycling and waste streams. We make 5 million pickups daily, providing our 13 million customers the most complete set of recycling, waste and environmental solutions offerings from a single-source provider. Customers count on us to handle a broad range of regulated waste safely and responsibly. And through sustainability innovation, we're advancing circularity and decarbonization.

When it comes to innovation, 2023 was a milestone year. We opened our first Polymer Center, transforming plastics recycling and enabling true bottle-to-bottle circularity. We formed Blue Polymers, a joint venture whose facilities will further support sustainable packaging. And we broke ground on a Polymer Center-Blue Polymers complex in Indianapolis; construction is well underway.

At our landfills, five renewable natural gas (RNG) plants were developed to produce clean energy to support climate action in local communities. We now are involved with 68 landfill gas-to-energy projects, with 50-plus more RNG projects in the pipeline.

Our innovations and investments extend beyond Climate Leadership to our other Elements of Sustainability: Safety, Talent and Communities. We rolled out prototypes of the industry's first purpose-built electric collection vehicles equipped with the latest safety technology. We're investing in our team members, removing the college degree requirement for most roles and providing new opportunities for upskilling and development. And we're engaging with our communities in meaningful ways, helping support sustainable neighborhoods and critical habitats.

Throughout our 2023 Sustainability Report, we highlight key sustainability initiatives and fulfill our commitment to transparency and disclosure by tracking progress toward our ambitious 2030 Sustainability Goals.

In 2023, we continued to improve on a key safety metric, OSHA's Total Recordable Incident Rate. Our employee engagement score rose to 86, outpacing national and industry benchmarks and nearing our goal of 88. We've reduced our operational greenhouse gas emissions 15%, ahead of our interim target of a 10% reduction by 2025. And we've positively impacted 14.1 million people by helping support sustainable neighborhoods, on our way to our goal of 45 million.

As we advance our sustainability initiatives, we are living our company values. Our 42,000 team members are Safe, Committed to Serve, Environmentally Responsible, Human-Centered and Driven to deliver results in the right way. We're proud to have been named one of Ethisphere's World's Most Ethical Companies for a sixth year in recognition of our strong corporate governance framework and commitment to ethical practices.

Our innovations and investments are supporting both economic and environmental sustainability. We're helping our customers meet their own sustainability goals and working to create a more sustainable world now and for future generations.



*Jon Vander Ark*  
**Jon Vander Ark**  
President and Chief Executive Officer



# Elements of Sustainability

At Republic Services, we aim to provide customers with sustainable solutions that support a cleaner, safer and healthier world. Our sustainable business practices align with our Elements of Sustainability, and these four elements anchor our 2030 Sustainability Goals.



## Safety

Safety drives every decision we make. Our dedication to safety extends to our customers and into the communities we serve. With many of our employees and one of the largest vocational fleets on the road every day, it is essential that safety is integrated in everything we do.



## Talent

Our employees are committed to serve – our customers, our communities and each other. That's what inspires us to be a place where the best people, from all backgrounds, come to work. We foster an inclusive culture and leverage human-centered practices that make us an employer of choice.



## Climate Leadership

We are focused on delivering services and solutions for a more sustainable world. Our investments in sustainability innovation, to transform circularity and advance decarbonization solutions, and our environmentally responsible operations are helping our customers meet their goals.



## Communities

Engaging with the communities where our employees and customers live and work is a vital part of creating sustainable neighborhoods. Through outreach, involvement and investments, we're supporting people and building strong community partnerships.



# Our 2030 Sustainability Goals



## SAFETY

**Safety Amplified**

**0**

Employee fatalities

**Incident Reduction**

**<2.0**

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



## TALENT

**Engaged Workforce**

**88**

Achieve and maintain employee engagement scores at or above 88



## COMMUNITIES

**Charitable Giving**

**45M**

Create sustainable neighborhoods through strong community partnerships for 45 million people



## CLIMATE LEADERSHIP

**Science-Based Target**

**35%**

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

**Circular Economy**

**40%**

Increase recovery and circularity of key materials by 40% on a combined basis<sup>1</sup>

**Renewable Energy**

**50%**

Increase beneficial reuse of biogas by 50%<sup>1</sup>

<sup>1</sup> 2017 baseline year

<sup>2</sup> The Science Based Targets initiative (SBTi) is an independent nonprofit partnered with CDP, the U.N. Global Compact, the We Mean Business Coalition, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).



**SUSTAINABILITY INNOVATION**

# Investing in Innovation

At Republic Services, we are innovating to meet our customers' sustainability needs. We challenge every truckload we collect, striving for diversion opportunities, and we're developing new solutions to reduce waste and advance circularity and decarbonization.

**TRANSFORMING PLASTICS CIRCULARITY**

Through our innovations in circularity, we are transforming the plastics value chain, from curbside collection to consumer packaging and back again.

In 2023, we opened North America's first Polymer Center, and broke ground on a second, to advance circularity for rigid plastics and support sustainable packaging.

Through our Polymer Center network, we're helping ensure a plastic bottle or jug is turned back into a new bottle or jug, instead of being downcycled into a product such as carpet, clothing or construction pipe that has few options for further recycling.

The Polymer Center processes sorted and baled plastics from recycling facilities, further separating plastics by type and color to ultimately produce hot-washed recycled PET (rPET) flake and color-sorted olefins.

We also launched Blue Polymers, a joint venture with Ravago, to further process the olefins from our Polymer Centers. Each Blue Polymers facility will be paired with a Polymer Center to compound, blend and pelletize recycled HDPE and polypropylene, creating custom drop-in solutions for customers.

CPG companies are setting aggressive recycled content goals for their packaging, and our innovative facilities are designed to help them meet their commitments.

**2023 CIRCULARITY HIGHLIGHTS**


Opened Polymer Center in Las Vegas



Launched Blue Polymers joint venture and broke ground on Polymer Center-Blue Polymers complex in Indianapolis


**CUSTOMER HIGHLIGHT**

## The Coca-Cola Company

Our Polymer Center is supplying recycled PET (rPET) flake to The Coca-Cola Company for use in sustainable packaging. Coca-Cola has pledged to use at least 50% recycled material in its packaging by 2030, and our rPET flake will help them achieve that ambitious goal. Our nationwide collection, recycling and Polymer Center infrastructure, combined with our agreement with Coca-Cola, uniquely positions us to enable true bottle-to-bottle circularity. This collaboration minimizes pollution and resource depletion, and fosters sustainable practices that promote a circular economy – helping create a more sustainable world.

**SUSTAINABILITY INNOVATION**

# Advancing Decarbonization Solutions

Our customers are looking for low-carbon solutions, and Republic Services is leveraging our network of landfills to help meet that need.

At nearly 70 sites across the country, we're turning naturally occurring landfill gas into energy. We are not new to this – we've been generating electricity and producing renewable natural gas (RNG) at our landfills for decades. What is new is our approach to renewable energy development.

We identified a portfolio of projects that would beneficially reuse landfill gas and develop low-carbon solutions at scale. To bring this vision to life, we partnered with Archaea Energy, now a subsidiary of bp, to form the Lightning Renewables joint venture. Through Lightning Renewables, we'll build and bring online approximately 40 RNG projects over the next few years.

RNG is a low-carbon fuel source that can be used in a variety of applications to displace gas derived from fossil fuels. As a transportation fuel, it can reduce emissions in local communities by as much as 95% over gasoline or diesel.<sup>1</sup> As of 2023, natural gas-powered trucks make up 20% of Republic Services' fleet, all of which are powered by RNG.

The first Lightning Renewables RNG project to come online is at our National Serv-All Landfill in Fort Wayne, Indiana. Construction is underway on several more, with additional openings planned in 2024.

We expect the Lightning Renewables RNG projects to bring our total renewable energy portfolio to more than 100 projects, creating decarbonization solutions for customers and communities across North America.

<sup>1</sup> [https://www.anl.gov/sites/www/files/2021-03/RNG\\_FAQ\\_March\\_2021\\_FINAL\\_0.pdf](https://www.anl.gov/sites/www/files/2021-03/RNG_FAQ_March_2021_FINAL_0.pdf)



# Sustainability Highlights



## SAFETY

**1.4M**  
hours of safety training

**2,208**  
collision-avoidance cameras in trucks

**81%** collection routes automated  
**40%** better TRIR<sup>1</sup> than industry average



## TALENT

**86** employee engagement score  
**48%** racial/ethnic diversity  
**6** Business Resource Groups

**4,600+** veterans employed



## CLIMATE LEADERSHIP

**1<sup>st</sup>** Polymer Center in North America

**\$683M** sustainability investments<sup>2</sup>

**5** renewable natural gas (RNG) projects developed  
**15%** reduction in Scope 1 and 2 GHG emissions since 2017



## COMMUNITIES

**917** charitable grants

**4.7M** people positively impacted through charitable giving

**12** sustainable neighborhood revitalization projects funded through National Neighborhood Promise

<sup>1</sup> OSHA Total Recordable Incident Rate, Solid Waste Collection, NAICS 562111

<sup>2</sup> Sustainability investments include recycling and organics assets, landfill gas collection systems, leachate collection and treatment systems, sustainable vehicles and infrastructure, and equity investments and joint ventures in solar, RNG and plastics circularity projects.

# Awards and Recognition



Member of  
**Dow Jones  
Sustainability Indices**  
Powered by the S&P Global CSA

**Sustainability Yearbook**  
Member 2023

**S&P Global**



As of June 1, 2024.





# Our Approach

We play a vital role in making the planet a better place, now and for future generations.





# Our Sustainability Journey



• Begins trading on NYSE as RSG

1998

1999-2007

2008

'12

'13

'15

'16

'17

'18

'19

'20

'22

'23

'24

• Merges with Allied Waste, forming one of nation's largest environmental services providers

• Reduces fleet emissions at scale through use of CNG  
Begins producing renewable energy from landfill gas

• Opens world's largest materials recovery facility at the time at Newby Island Resource Recovery Park in Northern California

• Releases first comprehensive Sustainability Report, outlining the company's sustainability platform and goals

• Launches first Business Resource Group, Women of Republic  
Opens company's largest landfill solar project to date in Massachusetts

• Unveils 2030 Sustainability Goals aligned with U.N. Sustainable Development Goals  
Receives SBTi approval of emissions reduction target, an industry first

• Launches joint venture with bp's Archaea Energy to develop portfolio of landfill RNG projects  
Acquires US Ecology, creating industry's most complete set of product and service offerings

• Establishes Mission of Supporting an Inclusive Culture (MOSAIC)

• Receives first DJSI and CDP A List rankings

• Begins testing first EV, a Mack LR electric collection truck

• Establishes Charitable Foundation and launches companywide charitable giving program, National Neighborhood Promise

• Begins operating McNeilus Volterra EV prototypes

• Opens North America's first Polymer Center in Las Vegas  
Breaks ground on Indianapolis Polymer Center-Blue Polymers complex





**MATERIALITY ASSESSMENT**

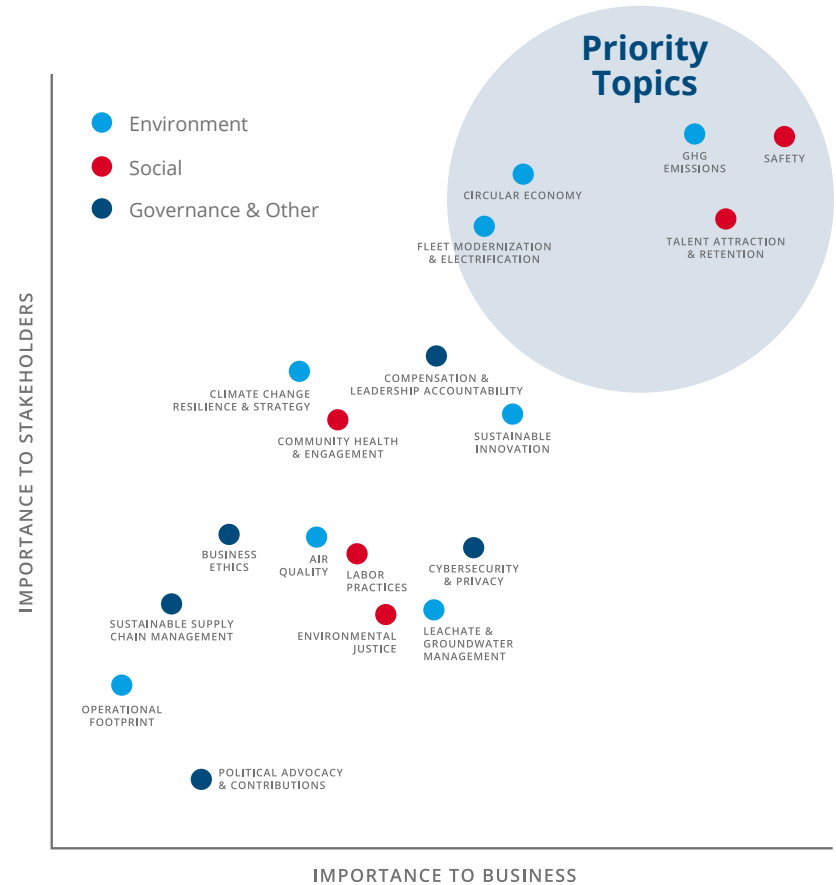
# Our Approach to Sustainability

At Republic Services, we take a holistic approach to sustainability, focusing on what is most important to our key stakeholders. Through regular dialogues and biennial materiality assessments, we ensure our focus areas align with the priorities of our customers, municipalities and investors as well as our own employees and leaders.

The topics identified in our latest materiality assessment are well-aligned with our 2030 Sustainability Goals and our business strategy. We believe that strengthening one focus area helps strengthen the others. For example, our investments in sustainability innovation to transform circularity and advance decarbonization solutions are creating hundreds of new job opportunities. At the same time, our commitment to fleet electrification is enhancing the safety of our trucks, reducing emissions in the communities we serve and providing a better experience for our drivers.

As we focus on building systems that promote a low-carbon and circular economy, we remain dedicated to fostering employee growth, development and well-being, in alignment with the principles of a just transition.

Through ongoing dialogues with our stakeholders, we have confidence that each of our 2030 Sustainability Goals has the potential to provide environmental and economic sustainability while helping create a more sustainable world.



Our most recent materiality assessment was conducted in 2022 and identified five priority sustainability topics:



# U.N. Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDGs) are a call to action to create a more sustainable and equitable world. They recognize that strategies that build economic growth must also address social needs including education, health and job opportunities, while tackling climate change and environmental protection.

While the goals are global, companies have a responsibility as well to promote prosperity while protecting the planet. With the U.N.'s vision as a guiding principle, Republic Services has aligned our own 2030 goals under the framework of the SDGs.

Our 2030 Sustainability Goals directly link to six SDGs, and our sustainability initiatives and operations support four others. We feel confident that through this approach, we're helping make the world a better place, now and for future generations.

|   |  |   |   |
|---|--|---|---|
| <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>              | <ul style="list-style-type: none"> <li>Ongoing safety communication and training</li> <li>Celebrating Zero program recognizes safety performance</li> <li>Total Rewards with comprehensive health benefits</li> </ul> <p><b>Goal: Zero employee fatalities</b><br/><b>Goal: Reduce OSHA TRIR to 2.0 or less by 2030</b></p>  | <p><b>10</b> REDUCED INEQUALITIES</p>                   | <ul style="list-style-type: none"> <li>Partnerships expand pipeline of diverse talent</li> <li>Business Resource Groups support inclusion</li> <li>Five-year target to spend \$1M with minority-owned financial institutions</li> </ul> <p><b>Commitment: 50% diversity in leadership by 2030</b><br/><b>Goal: \$150M spend with diverse suppliers by 2025</b></p>                |
| <p><b>4</b> QUALITY EDUCATION</p>                       | <ul style="list-style-type: none"> <li>Tech Institute expands skilled training to those who wouldn't have had access to other comparable opportunities</li> <li>SheDrives campaign aims to reduce gender disparities in CDL training and frontline workforce</li> <li>Training programs provide equitable access to education and development opportunities for employees of all levels</li> </ul> | <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p>     | <ul style="list-style-type: none"> <li>Charitable giving platform focused on sustainable neighborhood revitalization</li> <li>Advancing circularity and decarbonization supports climate action in communities we serve</li> </ul> <p><b>Goal: Create sustainable neighborhoods through strong community partnerships for 45M people by 2030</b></p>                              |
| <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>             | <ul style="list-style-type: none"> <li>68 landfill gas-to-energy projects</li> <li>Lightning Renewables joint venture developing 40+ landfill renewable natural gas projects</li> <li>Solar projects hosted at eight sites</li> <li>Equity investments in solar energy projects</li> </ul> <p><b>Goal: Increase beneficial reuse of biogas by 50% by 2030</b></p>                                  | <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> | <ul style="list-style-type: none"> <li>74 recycling and 22 organics facilities provide diversion solutions</li> <li>Recycling Simplified campaign educates the public about best practices</li> <li>Recycling Learning Centers combine public education and community engagement</li> </ul> <p><b>Goal: Increase recovery and circularity of key materials by 40% by 2030</b></p> |
| <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>         | <ul style="list-style-type: none"> <li>Consistently high employee engagement scores outperform national and industry benchmarks</li> <li>Stable careers with training, upskilling and opportunity for advancement</li> <li>Guidance and tools to manage overall worker financial wellness</li> </ul> <p><b>Goal: Achieve and maintain employee engagement scores at or above 88 by 2030</b></p>    | <p><b>13</b> CLIMATE ACTION</p>                         | <ul style="list-style-type: none"> <li>Industry's first SBTi-approved GHG reduction target</li> <li>100% of CNG fleet powered by RNG</li> <li>Multi-supplier commitment to fleet electrification</li> </ul> <p><b>Goal: Reduce Scope 1 and 2 GHG emissions 35% by 2030</b></p>  |
| <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> | <ul style="list-style-type: none"> <li>Advancing plastics circularity through development of Polymer Centers and Blue Polymers joint venture</li> <li>Otay Compost Facility is California's first fully solar compost operation</li> <li>Investments in EV charging infrastructure in multiple locations</li> </ul>  | <p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p> | <ul style="list-style-type: none"> <li>Commitment to environmental justice and the fair treatment and meaningful involvement of all stakeholders</li> <li>Community engagement, involvement and education guided by our Good Neighbor Plan</li> <li>Ensure representative decision-making when siting and permitting facilities</li> </ul>  |



# Corporate Governance

Republic Services sets high standards for corporate responsibility and environmental stewardship.

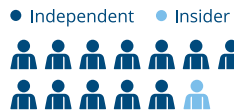
Our unwavering commitment to excellence and sustainability extends to our corporate governance framework, which defines responsibilities, sets high ethical standards of professional and personal conduct, and helps ensure compliance with our responsibilities and standards. We are driven to deliver results in the right way, with care for the environment, the communities we serve, our employees and stakeholders.

## Board of Directors

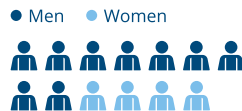
Our board of directors has 13 members with varied perspectives and skillsets to help strategically grow the company while representing the long-term interests of our shareholders. Our board is led by a non-executive chairman, underscoring the board’s independence and enabling our CEO to focus on managing the business.

We strive to maintain a board with a balanced mix of relevant skills and attributes, and in 2023 appointed one new member. We’re committed to seeking highly qualified candidates who will bring additional skills and perspectives to the board.

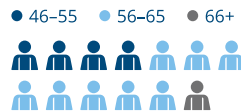
### Independence



### Gender Diversity



### Age Mix



### Tenure



### Ethnic Diversity



Our board has five standing committees – Audit, Talent & Compensation, Finance, Nominating & Corporate Governance and Sustainability & Corporate Responsibility. Each committee consists solely of independent directors and has its own chair.



## BOARD OVERSIGHT OF SUSTAINABILITY

Our board is directly involved in the oversight of Republic’s environmental and sustainability initiatives and conducts a comprehensive review of the company’s sustainability performance on an annual basis. The board’s Sustainability & Corporate Responsibility Committee, formed in 2015, has oversight responsibility of our sustainability performance, our corporate responsibilities, our role as a socially responsible organization, and risks and opportunities related to safety, talent, climate leadership, communities and our reputation.

## EXECUTIVE COMPENSATION TIED TO SUSTAINABILITY

Sustainability is a core part of Republic’s strategy and growth prospects. Because of this, we have aligned a portion of our executives’ annual incentive plan to our key sustainability priorities through a sustainability modifier. Under the sustainability modifier, the annual incentives for senior executives are subject to adjustment, positively or negatively, of up to 10 percentage points based on the company’s interim performance on safety, talent and climate leadership goals.

# Code of Business Ethics and Conduct

Our Code of Business Ethics and Conduct is a public statement of who we are at Republic Services and the standards we expect in our daily work. The Code requires all team members as well as our board of directors to always act ethically and with integrity.

Republic Services encourages open communication and wants employees to feel comfortable reporting concerns. We do not tolerate retaliation or intimidation against anyone who reports a concern, raises a compliance question, seeks advice or cooperates with an investigation.

If an employee is not comfortable talking to their immediate supervisor or another manager, they can contact Human Resources, the Legal Department, the Ethics & Compliance Office or the confidential AWARE Line. The AWARE Line is operated by an independent service and is available 24 hours a day, seven days a week.

## AWARE Line



1-866-3-AWARE-4



[AWARELINE.RepublicServices.com](https://www.AWARELINE.RepublicServices.com)



## Employee Total Rewards

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 market-specific competitive wages and comprehensive health and wellness benefits.

### HIGHLIGHTS<sup>1</sup> INCLUDE:

**Wage Increases:** To ensure wages remain competitive with market factors, we regularly give annual merit increases that incorporate employee performance, tenure or experience.

**Paid Time Off (PTO):** We support a healthy balance between work life and personal life with PTO.

**Health Care:<sup>2</sup>** Offerings include medical, dental and vision insurance for employees and their families.

**Retirement Plan:** Our 401(k) program includes employer matching.

**Employee Stock Purchase Plan (ESPP):** Our ESPP provides the opportunity to acquire a stock ownership interest in Republic Services at a discount.

**Performance-Based Awards:** We reward employee performance based on safety, sales and business metrics as well as for living the company's values.

**Parental Leave:** Paid time off is provided for primary and secondary parents following a birth or adoption.

**Military Leave:<sup>2</sup>** We support our employees who are called to or who volunteer for military service.

**Employee Assistance Program:** Our EAP supports employee well-being through counseling, assessments and referrals.

**Wellness Program:** We offer programs and benefits that help care for employees' physical, emotional, social and financial wellness.

[LEARN MORE IN GRI](#)

<sup>1</sup> Rewards listed are available to all employees unless otherwise noted, specifically excluded within a collective bargaining agreement or prohibited by law.

<sup>2</sup> Offered to full-time employees.



SUPPLIER DIVERSITY

# Diversifying Our Supply Chain

Republic Services recognizes the importance of supplier diversity to the economy and the communities we serve. We're committed to growing and maintaining a supply chain that's diverse and sustainable. As part of that commitment, we've set a goal to spend \$150 million with certified diverse suppliers by 2025.

Working with diverse suppliers has a dual benefit. It enables us to benefit from new perspectives, ideas and innovations, while our business helps drive holistic impact in communities.

A diverse supplier is defined as at least 51% owned, operated and managed by an individual or group that is a part of a traditionally underrepresented or underserved population, such as:

- **Minority**
- **Women**
- **People with disabilities**
- **LGBTQ+**
- **U.S. veteran/service disabled**

To encourage diversity across our entire value chain, we track both Tier 1 and Tier 2 spending with diverse suppliers. Tier 1 is a direct supplier to Republic Services. Tier 2 is a supplier or subcontractor for a Tier 1 vendor. Promoting a diverse supply chain supports our company values:

**Committed to Serve:** We're providing our customers a diverse supply chain that represents our communities.

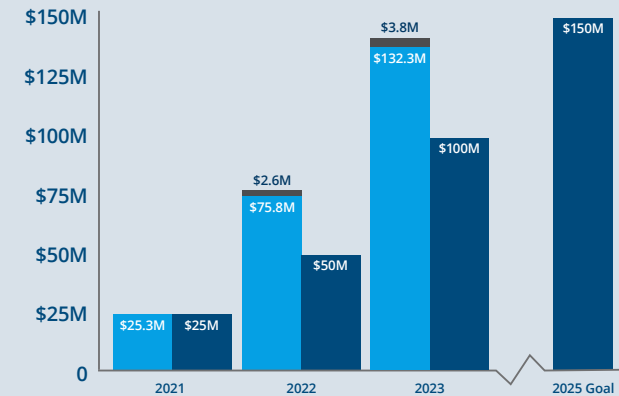
**Human-Centered:** We respect the dignity and unique potential of all suppliers in our supply chain.

**Driven:** We deliver results in the right way.



## SUPPLIER DIVERSITY

### Spending With Certified Diverse Suppliers



■ Tier 1 ■ Tier 2<sup>1</sup> ■ Annual Targets

<sup>1</sup>Tier 2 reporting began in 2022.



#### DIVERSE SUPPLIER HIGHLIGHT

### Guy Brown

Republic Services recently launched Guy Brown as a new office supplies vendor. Guy Brown is a certified diverse supplier based in Middle Tennessee that provides business solutions to companies of all sizes across the country. Guy Brown is a Minority Business Enterprise (MBE) certified by the TriState Minority Supplier Development Council, an affiliate of the National Minority Supplier Development Council, and a Small Disadvantaged Business (SDB) certified through the Small Business Administration.

# Sustainability Solutions

Many of our customers have sustainability goals of their own, and, increasingly, they're looking for help in achieving them. That's where Republic Services' Sustainability Solutions team comes in. Launched in 2023, the Sustainability Solutions team works with customers to help advance their sustainability initiatives through circularity, diversion and responsible management and disposal.

## 1 ASSESSING

Before setting diversion or greenhouse gas reduction goals, it's important for a customer to understand what's in their waste. We conduct an audit of waste streams, including recycling and organics, to provide a baseline for setting a diversion goal and measuring progress. Our audit also can help customers confirm compliance of regulated materials entering the waste stream. A follow-up diversion assessment can help customers identify which materials they should target for greatest diversion impact and opportunities to optimize their waste practices.

## 2 GOAL-SETTING

Once a waste audit is complete and a baseline diversion rate has been established, we can help a customer set an ambitious, but attainable, goal based on their opportunities. For a customer seeking certification, such as TRUE Zero Waste, we can guide them through the certification process. We also can provide average diversion data by industry to help customers benchmark against their peers.

## 3 PROGRAMMING AND OPERATIONALIZING

With goals set, we work with customers to implement a new or enhanced diversion program and right-size their service. This can involve steps including increasing single-stream recycling service, implementing nationwide diversion programs for hard-to-recycle materials, developing policies and procedures, and employee training.

## 4 REPORTING

To help assess progress toward their goals, a customer receives regular reporting and analytics. Reporting includes diversion, by weight or percentage, and greenhouse gas emissions related to waste (Scope 3, Category 5).



### CUSTOMER HIGHLIGHT

## Environmental and Economic Benefits

A national retailer with more than 60 stores in 30 states was seeking a diversion solution for the large volume of plastic wrap generated at its distribution facilities. Republic Services worked with our longtime customer to bale this low-density polyethylene film for recycling, diverting it from the landfill. Through recycling, the customer's plastic wrap is converted into plastic pellets, which are used to produce new materials including composite decking, plastic containers and automotive parts. Not only is this better for the environment, but reducing the volume of waste sent to the landfill also generated cost savings for the customer.







# Safety

Safety is integrated into everything we do.



OUR PROGRESS

# Safety First

With safety our top priority, we continued our commitment to preventing recordable incidents. By prioritizing the steps in our Focus Together program, our teams recorded our best year yet in our OSHA Total Recordable Incident Rate (TRIR). In 2023, our incident rate dropped to 2.8, a 28% reduction since 2018 and 40% better than the industry average.



## EMPLOYEE HIGHLIGHT 2023 NWRA Driver of the Year

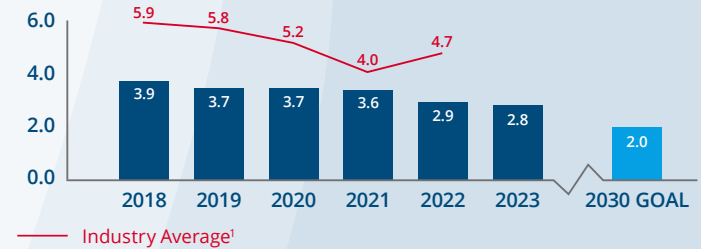
There is no greater honor in our industry than to be recognized for a career dedicated to safety. In 2023, the National Waste and Recycling Association (NWRA) named Felix Martinez, from Mount Prospect, Illinois, as the National Residential Driver of the Year. With 26 years of experience at Republic Services, Felix has consistently exemplified our company values. He was recognized out of more than 800 nominees for his strong safety record and superior customer service. As a thank you from the company, Felix was handed the keys to a brand new truck, personalized with his name on the door, for use on his daily routes.

GOAL

## Incident Reduction

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

### OSHA Total Recordable Incident Rate



GOAL

## Safety Amplified

Zero employee fatalities.

### Employee Fatalities

|                                | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2030 GOAL |
|--------------------------------|------|------|------|------|------|------|-----------|
| OSHA Reportable                | 0    | 2    | 1    | 2    | 2    | 3    | 0         |
| Operating Collections Vehicles | 1    | 2    | 1    | 0    | 0    | 0    | 0         |

Safety data is [third-party verified](#)

<sup>1</sup> Occupational Safety and Health Administration (OSHA) is the main federal agency charged with the enforcement of safety and health standards. The OSHA Total Recordable Incident Rate (TRIR) is a function of the number of recordable injuries and the total number of hours worked. Published OSHA data lag one calendar year. Industry average refers to Solid Waste Collection, NAICS 562111.



SAFETY

# Safe Together: Celebrating Zero

Our focus is on ensuring every employee prioritizes safety in their daily roles.

To recognize our team members who are committed to safety every day, in 2023, we introduced a new safety recognition program **Safe Together: Celebrating Zero**.

As its name suggests, Celebrating Zero recognizes frontline employees with no preventable accidents and no formal corrective action related to safety.

This program was created to acknowledge the dedication of our team and express our thanks to each employee who plays a role in making Republic Services a safe environment for each other and our customers.

## Safety Amplified

Our industry-leading safety platform provides training, tools and resources to help keep our employees and the communities we serve safe. Six focus areas help ensure that safety is embedded into everything we do:

**Focus Together:** The heart of our safety platform provides best-in-class training to help frontline employees eliminate the most common types of serious incidents.

**Lead Together:** We prioritize communication with employees by engaging with them, coaching and mentoring, and following through on commitments.

**Partner Together:** Staying safe requires collaboration from employees at all levels, including leadership visits to support each division's safety goals.

**Innovate Together:** We utilize advanced fleet technology, including automation, rear cameras, in-cab backup alarms and event recording systems to help keep people safe.

**Analyze Together:** We evaluate real-time data, including roadway awareness and data mapping, to inform decision-making and identify opportunities for growth.

**Celebrate Together:** We recognize our team's positive impacts and achievements by tracking safe days and sharing proven best practices.



## EMPLOYEE HIGHLIGHT Northern Arizona

Celebrating 365 safe days is an achievement for any business. Doubling it is even more impressive. In 2023, our Northern Arizona team celebrated two consecutive years with zero recordable safety incidents. This business unit includes two hauling divisions, three landfills and more than 110 employees. Every day, they come to work and showcase what it means to live our value of Safe.



SAFETY TECH

# Safety Innovation

Safety is every team member’s responsibility. Innovations in technology continue to advance, and more safety features are available on today’s vehicles than ever before. Nothing replaces care and vigilance, but technology can help a driver make safe decisions while on the road.

- 1 **Brake Light Bar:** Republic Services designed a rear light bar that spans the width of the truck and utilizes multiple LED lights for better visibility.
- 2 **Automatic Side Load (ASL):** 77% of our routes are automated, allowing a driver to stay in the cab and out of harm’s way.
- 3 **Collision-Avoidance Cameras:** Dual-facing cameras analyze and alert a driver to conditions in and out of the truck.
- 4 **Direct Visibility:** An enlarged windshield and additional side windows in the cab offer greater visibility for drivers.
- 5 **Driver Assistance Technology:** The newest features include 360-degree camera, blind-spot warning, parking assist and auto braking.

## Collision-Avoidance Cameras

We are deploying in-cab collision-avoidance cameras across our frontline fleet. These are dual-facing cameras that utilize AI technology to assist the driver with voice alerts to modify actions that could be unsafe.

The system provides a driver immediate feedback – such as a voice alert notifying the driver not to take his hands off the wheel – so adjustments can be made in real time.

There currently are 2,208 cameras deployed in our collection trucks. A full company deployment is underway and is expected to be completed in 2025.



Cameras are set to detect:

- Following distance
- Inattentive driving
- Harsh braking
- Speeding



**EMERGENCY RESPONSE SERVICES**

# Protecting People, Property and the Environment

When an emergency occurs on land or in the water, the local environment may be at risk. Our Emergency Response Services offer a single-source solution to help protect people, property and the environment.

With 50 land-based and 15 marine-based response teams, Republic Services crews help mitigate environmental incidents, including oil spills, chemical releases, train derailments, tanker truck accidents and natural disasters, such as hurricanes and wildfires. Our customers include public agencies and industries such as transportation, chemical, manufacturing, oil and gas, retail and insurance.

Combined with our response operations, our treatment and disposal capabilities provide a complete and environmentally responsible

solution when needed most. For example, we prioritize reuse and recycling of spilled materials when possible. Oil recovered from a spill can be re-refined or blended into fuel for an industrial application.

In addition to emergency response services, our marine teams also operate on standby, as required by the U.S. Coast Guard. We are a nationally recognized Oil Spill Removal Organization (OSRO), providing regulatory compliance and spill response services for marine transportation customers operating in the United States.

**OUR SERVICES****Emergency Response**

24/7 response by certified experts and specialized equipment for incidents on land, in water and on rail.

**Disaster Response**

Preparedness planning and response for natural disasters and other catastrophic events to minimize the potential impact to a customer's operations.

**High Hazard**

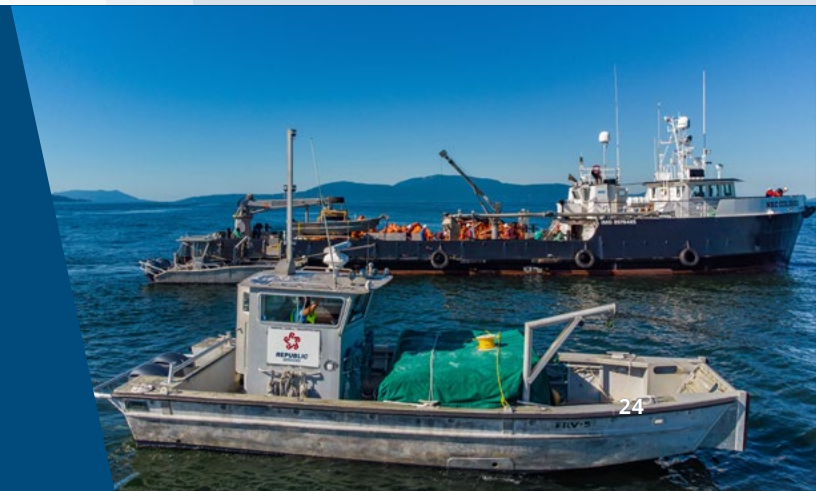
Response expertise for highly hazardous and volatile events, such as train derailments, well and pipeline emergencies, and ship or industrial fires.

**Biohazardous Decontamination**

Multifaceted decontamination and customized infectious disease solutions designed to reduce the risk of exposure or contagion.

**Oil Spill Response**

Leading commercial OSRO services to meet federal oil spill response requirements for rivers, canals and oceans.

**2023 HIGHLIGHTS****12K**voyages  
monitored**50**land-based  
crews**15**marine-based  
teams



## RESPONSE HIGHLIGHT

# Protecting the Yellowstone River

In June 2023, a freight train traveling through Montana derailed on a bridge crossing the Yellowstone River. The bridge collapsed, and 10 tanker cars carrying asphalt materials landed in the river, requiring an extensive emergency response. Within hours, the U.S. Environmental Protection Agency had called in emergency response teams, including Republic Services, to clean up spilled asphalt and remove the rail cars.

More than 150 members of our Emergency Response team deployed to the scene, west of Billings, to assist with the river cleanup. Tens of thousands of gallons of liquid asphalt and molten sulfur were found to be leaking into the waterway from damaged rail cars. Republic crews quickly set up a three-acre staging area for our responders and equipment.

Over a two-month period, our crews logged more than 30,000 miles in a 121-mile stretch of the Yellowstone River to remove over 230,000 pounds of asphalt.

The Yellowstone River cleanup was just one of the many emergencies our high-hazard and specialized solutions teams responded to throughout the year. We're committed to helping keep our communities and the environment safe.



# 230K

pounds of  
asphalt removed

# 30K

miles logged  
by crew

# 150

members on emergency  
response team





# Talent

We're dedicated to maintaining our highly inclusive culture and leveraging human-centered practices that make us an employer of choice.



**OUR PROGRESS**

# Engaging Our Workforce

Employee engagement is a measure of the connection employees feel toward their company, their team and the work they do. At its core, employee engagement is high when the dignity and unique potential of every person is respected. In short, it's living our value of being Human-Centered.

Republic Services measures employee engagement by conducting an Employee Experience Survey twice a year. In 2023, our score rose to 86, up from 85 the previous year and exceeding the U.S. average of 79.

Every voice matters, and hearing from each employee is a priority. We're proud that our 2023 survey had a 99% participation rate by our 42,000 employees. Employee feedback from the survey enables us to identify improvement opportunities that are meaningful to team members.

**ENGAGEMENT HIGHLIGHTS**

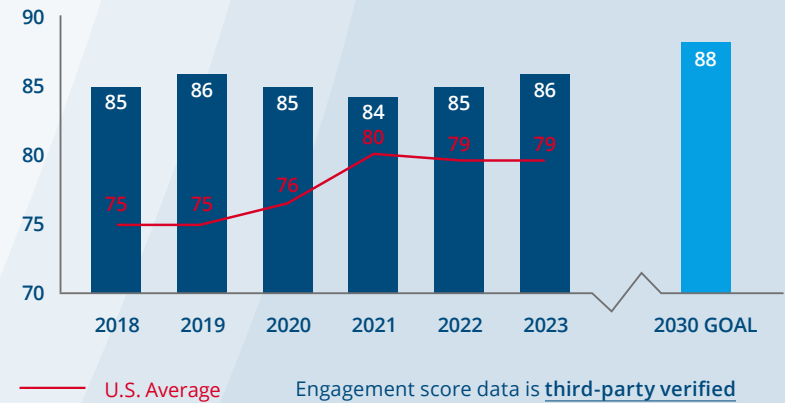
- In Lafayette, Louisiana, employees asked for more involvement in the communities we serve. As a result, leadership pursued opportunities to support toy drives and several community organizations, including the 100 Black Men service initiative to empower African American youths; Parish Proud, which supports a vibrant, resilient and thriving community; and the Brent Henly Youth Leadership Program, a mentoring initiative for potential young leaders.
- In Richmond, Virginia, employees had suggestions for improving lighting, signage and traffic flow at their facility. In response, leaders invested more than \$20,000 in exterior updates, making it easier to perform morning pre-trip inspections and evening maintenance.

**GOAL**

## Engaged Workforce

Achieve and maintain employee engagement scores at or above 88 by 2030.

### Employee Engagement Scores





# A Diverse Workforce

At Republic Services, we value an inclusive and human-centered culture, one in which the dignity and potential of every person is respected. We strive to always foster a high-performing workforce that is diverse, engaged and well-prepared to meet the needs of our customers and communities. We're proud that our frontline workforce closely represents the communities we serve. As of 2023, nearly half of our total workforce – 48% – is racially or ethnically diverse, with women making up 20% of team members.

**48%**

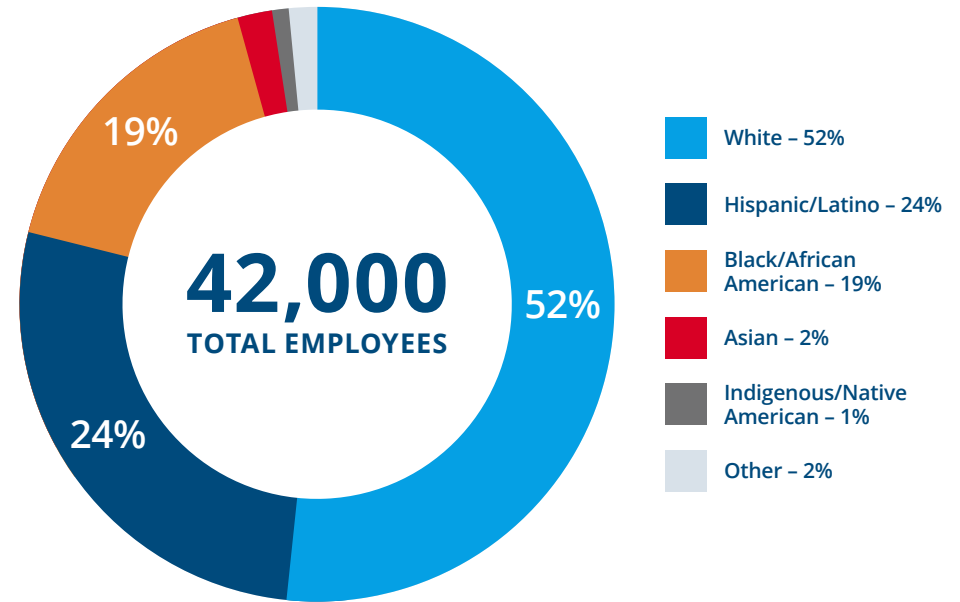
Racial/Ethnic Diversity

**20%**

Women

**11%**

Veterans



## MOSAIC COUNCIL

Republic Services' commitment to inclusion and diversity starts at the top. We established our Mission of Supporting an Inclusive Culture (MOSAIC) in 2013 and created a council of leaders who serve as ambassadors and thought partners for leadership and human resources. Our mission is realized through our initiatives to maintain a workforce that represents the diversity of the communities we serve and by ensuring we have an environment where all people feel safe, respected, welcomed, heard and valued.

The MOSAIC Council serves as the compass of this mission, guiding, sponsoring and supporting Republic's efforts to drive an inclusive and human-centered culture.

## DIVERSITY IN LEADERSHIP

We believe the most diverse teams are the highest-performing teams. Having a broad range of ideas and perspectives allows us to best serve our customers. That starts with our leadership. We've committed to increasing our diversity in leadership positions, defined by race/ethnicity or gender, to 50% by 2030, and we continue to make progress.

**Commitment:**

**50%**

diversity in leadership roles by 2030

**44%**

of our leaders were women and/or racially/ethnically diverse as of 2023

# An Inclusive Culture

## Our Business Resource Groups

Our Business Resource Groups (BRGs) are employee-led organizations that come together to work on community and company initiatives, and foster greater employee engagement.



Women of Republic

### WOMEN OF REPUBLIC

Our first Business Resource Group, Women of Republic (WOR), which launched in 2017, is committed to celebrating diversity while creating an inclusive workplace for the women in our organization. In 2023, Women of Republic was awarded \$10,000 by the Republic Services Charitable Foundation to support a nonprofit of choice. The group launched a Charity Championship to support neighborhood revitalization efforts and drive WOR participation across the country, and ultimately support three community projects.



V.A.L.O.R.

### V.A.L.O.R.

V.A.L.O.R., or Veteran Advocacy, Learning, Outreach and Recruiting, has a mission to recruit and retain veteran talent while creating a robust network of resources for veterans and their families. Each year, we take part in National Hire a Veteran Day. Established in 2017, this day in July serves as a call to action for companies to increase their veteran workforce and encourages veterans to apply for jobs. We are proud to honor and remember the men and women who have served to protect our nation.



Black Employee Network

### BLACK EMPLOYEE NETWORK

Throughout the year, the Black Employee Network hosts presentations and mentorship programs for our employees. The vision of this BRG is to be the employer of choice for Black professionals at all levels by supporting, retaining, developing and recruiting talent in alignment with our core values. In 2023, to celebrate Juneteenth, the Black Employee Network held a virtual event to discuss the importance of the holiday and what it means to our members.



UNIDOS

### UNIDOS

Unidos provides opportunities for Hispanic and Latino American employees to connect, grow and advance at all levels of the organization, and to showcase their journeys along the way. For Hispanic Heritage Month, Unidos hosted a discussion with a guest speaker to share stories of how Hispanic heritage can play a role in shaping one's career.



PRISM

### PRISM

In June 2023, during Pride Month, we launched PRISM in support of the LGBTQ+ community. PRISM stands for Pride, Raising Awareness, Involvement, Support and Mentorship. PRISM aims to connect, celebrate and build a community for our LGBTQ+ employees and their allies to enhance productivity, strive for success and offer a sense of belonging.



AAPI at Republic

### AAPI AT REPUBLIC

Our newest BRG supports our Asian American & Pacific Islander (AAPI) community. AAPI at Republic aims to create an inclusive community and provide professional networking opportunities for employees. It also will help grow, recruit and retain AAPI talent while fostering a deeper understanding of the cultures within the AAPI community. AAPI at Republic launched in May 2024 in alignment with Asian American & Pacific Islander Heritage Month.



# Recruiting the Best

Republic Services continues to take meaningful action to attract, hire and retain the best talent. We believe the strongest teams have diverse backgrounds and reflect the communities we serve. We work to enhance our strong team through a network of partnerships and programs to expand our recruitment to women, veterans, persons with disabilities and other communities.

## PARTNERSHIPS AND PROGRAMS



### The Consortium

Republic Services is a corporate partner of the Consortium for Graduate Study in Management, an alliance of the world's leading graduate business schools and business organizations. Through the Consortium, we gain access to the brightest and most prepared students early in their graduate school experience, with a shared goal of increasing diverse representation in management roles.



### Forté

We partner with the Forté Foundation, an alliance of talented women, influential companies and leading universities and business schools, to help advance women into leadership roles. The organization strives to enable fulfilling and significant careers through access to business education, professional development and a community of successful women role models.



### SkillBridge Program

Republic Services' **SkillBridge** program, in partnership with the U.S. Department of Defense, offers three- to six-month internships for active-duty service members nearing military separation or retirement. The program supports service members from all branches of the military with hands-on experience, training and mentorship as they transition to civilian life.

### Talent Link Program

Through Republic Services' **Talent Link** program, we're partnering with local municipalities on workforce development. Talent Link helps municipalities meet their employment objectives and enables us to hire more people into long-term careers with our company. Through shared promotion of job opportunities, we're able to find, train and place candidates into driver, technician and call center agent roles within their own community.

### MBA Internship Program

The MBA Internship Program is a paid internship providing MBA students with unique exposure to our field operations and our executive leadership team through a focused 10-week project. Each MBA intern is assigned a dedicated mentor and placed in field locations throughout the country. A successful internship may lead to an offer for the General Manager Accelerated Program the following year.



**4,600+**  
veterans employed

### HIRING OUR HEROES

Republic Services values the unique training and experience of our veterans, and on Veterans Day 2021, we launched Road to 5K, a commitment to employ 5,000 veterans by 2025. At the end of 2023, we employed more than 4,600 veterans and are on track to reach our commitment.



# Developing a World-Class Workforce

The continued development, engagement and growth of our team is vital to our success. Republic Services provides programs and skill-building opportunities for our employees to be successful in their current and future roles. These initiatives also help us to expand and retain our high-performing workforce.

## REPUBLIC SERVICES LEADERSHIP ACADEMY

A comprehensive, nine-month development program for mid-level company leaders, the Leadership Academy aims to strengthen leadership effectiveness, strategic thinking and business acumen. The training program provides participants with insight into people management, financial management and customer service, and includes online curriculum through major universities. In 2023, the program's first year, 100 employees participated in the Leadership Academy program.

## MANAGER ACCELERATION PROGRAMS

Our full-time General Manager Accelerated Program (GMAP) and Operations Manager Acceleration Program (OMAP) help us recruit and advance talented individuals throughout our company. These programs provide on-the-job training and formal learning through a structured sequence of tasks and rotations. Since the programs began, 71% of GMAP participants and 84% of OMAP participants have been placed in a leadership role. In the past year, we launched parallel Internal General Manager and Internal Operations Manager programs to support the advancement of high-potential employees into critical operational leadership roles.

## LEADERSHIP FUNDAMENTALS

The two-day, in-person Leadership Fundamentals training provides leaders at all levels with the skills and confidence to form productive, meaningful relationships with their employees and develop talent. Through the program, leaders identify their strengths and development opportunities and build a strong leadership foundation with the goal of elevating the performance and engagement of their teams. In 2023, nearly 1,200 employees completed this training.

## REPUBLIC SERVICES TECHNICAL INSTITUTE

Developed in partnership with the U.S. Department of Labor and Lincoln Technical Institute, a leader in post-secondary education for auto, diesel and skilled trades, the industry's first Technical Institute provides no-cost, paid training for incoming fleet maintenance technicians. Upon completion of a nine-week training program, graduates are placed as full-time technicians within the company. Our Dallas facility also offers training and upskilling opportunities for current Republic technicians.

## CDL TRAINING PROGRAM

Our Commercial Driver's License (CDL) Training Program advances internal and external candidates from trainees to CDL drivers for Republic Services. The program includes training materials, pre- and post-trip practice, behind-the-wheel instruction, skills training and use of company trucks. In 2023, more than 150 people obtained their CDL and a driver role with our company.







# Climate Leadership

We are focused on delivering services and solutions for a more sustainable world.



OUR PROGRESS

# Recycling and Reuse

Climate leadership requires a commitment to circularity and keeping materials in circulation for the long term. The materials we collect from residential, commercial and industrial waste streams all directly support a circular economy.

Our **recycling facilities** process materials including cardboard, metals, paper and plastics, and return them to the marketplace for use in sustainable packaging and other applications.

Our **organics operations** recycle food and yard waste into compost or into biogas, which generates renewable energy. Our teams also support food-rescue programs that recover edible food and distribute it to those in need.

At our **landfills**, we collect landfill gas and direct it to renewable energy production, creating clean electricity and fuel. Renewable natural gas produced at landfills is used to fuel commercial fleets, including 20% of our own collection trucks.

Key materials counted toward our Circular Economy goal:

- Cardboard
- Metal
- Organics
- Paper
- Plastics

In 2023, the volumes of recycling and biogas that we count toward our goals decreased for a second year due to a number of factors, including renovations and development at several major recycling and landfill gas-to-energy facilities. We expect the investments we're making now to accelerate progress toward our 2030 goals.

GOAL

## Circular Economy

Increase recovery and circularity of key materials 40% on a combined basis by 2030.<sup>1</sup>

### Key Materials Recovered

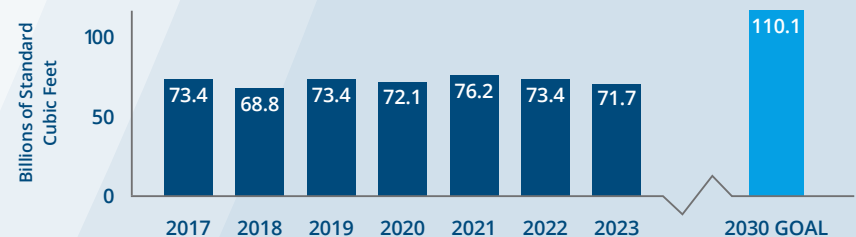


GOAL

## Renewable Energy

Increase beneficial reuse of biogas 50% by 2030.<sup>1</sup>

### Beneficial Biogas Reuse



Biogas data is third-party verified

<sup>1</sup> 2017 baseline year

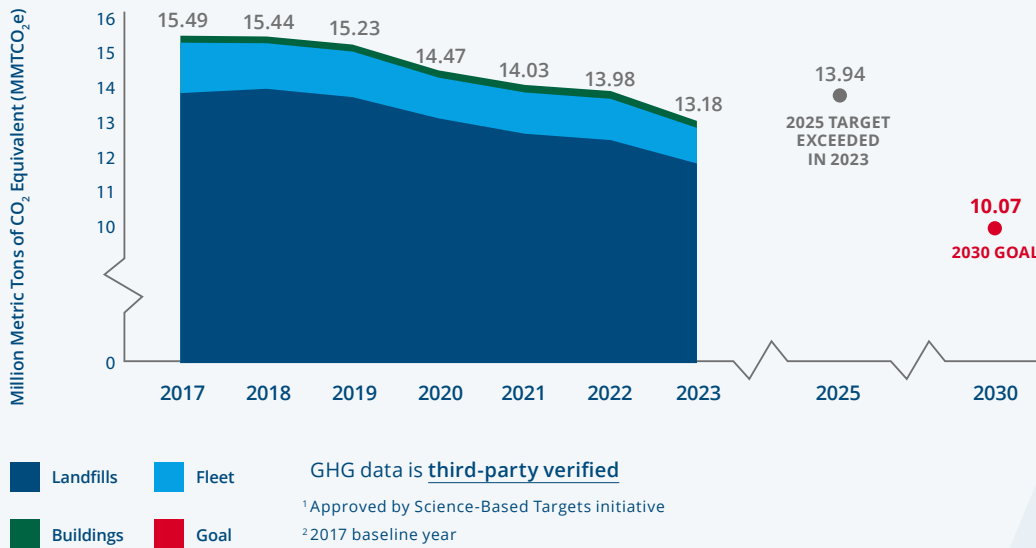


GOAL

# Science-Based Target<sup>1</sup>

Reduce absolute Scope 1 and 2 greenhouse gas emissions 35% by 2030.<sup>2</sup>  
 Interim target: 10% reduction by 2025.

## Scope 1 and 2 Greenhouse Gas Emissions



OUR PROGRESS

# 15%

reduction in emissions since 2017



LEED-CERTIFIED

## Plano Recycling Center

As we incorporate sustainability across our operations, we also are finding ways to reduce the impact of our facilities themselves. Our Plano Recycling Center in Texas recently achieved LEED certification from the U.S. Green Building Council.

LEED, or Leadership in Energy and Environmental Design, certification is a globally recognized rating system that evaluates sustainable building practices. A LEED-certified building generally has addressed energy efficiency, water conservation and material selection, resulting in a reduced carbon footprint.

The Plano Recycling Center received credit for addressing alternative transportation through a reduced parking footprint and bicycle storage, heat island reduction, indoor and outdoor water use reduction, energy efficiency, indoor environmental quality and innovation.



# Our Climate Transition Road Map

## 2017 – 2022

### DRIVING DECARBONIZATION

#### Goals

- Achieved initial sustainability goals regarding energy, recycling and fleet
- Announced new 2030 goals to reduce GHG emissions, increase beneficial reuse of biogas and advance circularity

#### Landfills

- Collected landfill gas for beneficial reuse as energy
- Deployed alternative landfill cover systems to reduce fugitive emissions
- Improved accuracy of landfill emissions modeling through implementation of the Solid Waste Industry for Climate Solutions (SWICS) system

#### Diversion

- Promoted waste diversion through education campaigns like Recycling Simplified
- Expanded recycling and organics collection and infrastructure to enable greater diversion

#### Fleet

- Utilized RNG to lower impact of CNG fleet
- Launched EV pilots

#### Buildings

- Designed new buildings to LEED standards

## 2023 – 2025

### SCALING STRATEGIES

#### Landfills

- Develop portfolio of landfill gas-to-RNG projects through Lightning Renewables JV and other partnerships
- Utilize GPS technology for efficiencies in landfill construction and expansion
- Leverage cloud-based data for proactive, real-time gas collection monitoring and action
- Optimize cover timing to reduce fugitive emissions
- Deploy emissions monitoring and measurement tech

#### Diversion

- Open network of Polymer Centers to enable greater plastics circularity
- Launch Blue Polymers JV to further support circularity and sustainable packaging

#### Fleet

- Scale EV fleet to 100+ collection trucks across the country
- Optimize route efficiency to reduce vehicle miles traveled
- Partner with municipalities to support climate action through EV fleet conversion

## 2026 – 2029

### ACCELERATING ACTION

#### Landfills

- Beneficially reuse landfill gas at scale through 100+ landfill gas-to-energy projects
- Incorporate landfill emissions measurements into modeling for better representation
- Scale innovations in landfill gas collection and cover systems to further reduce fugitive emissions

#### Diversion

- Grow organics recycling collection and infrastructure to reduce organic waste in landfills
- Scale plastics circularity investments to expand volume entering the circular economy
- Increase growth of recycling infrastructure and technology to expand diversion capacity

#### Fleet

- 50% of new truck purchases expected to be EVs

## 2030 – BEYOND

**OUR TARGET**  
**35% reduction in GHG emissions from 2017 baseline year**





**LANDFILL EMISSIONS**

# Climate Action at Our Landfills

Millions of customers across North America trust Republic Services to effectively and responsibly handle their varied waste streams every day.

We challenge every truckload we collect, working with our customers to recycle and reuse, while responsibly disposing of the rest in our modern, regenerative landfills.

When waste breaks down, the natural decomposition process creates biogas. Biogas is about 50% methane, a greenhouse gas, which we capture at our landfills through a collection system. Monitoring and measuring the landfill emissions that are not captured is important because they make up 88% of the emissions we have targeted to reduce as part of our Science Based Target.

Landfill emissions are influenced by several factors, including age of waste, its composition and weather, and can fluctuate daily. Measurement and reporting techniques must take these dynamics into account to provide a representative picture of a landfill's emissions.

Using Solid Waste Industry for Climate Solutions (SWICS) methodology, we have enhanced our landfill emissions reporting to be more data-driven, utilizing objective operational data to inform the model. SWICS is a methodology that is recognized by the Carbon Registry and is utilized by most publicly traded industry companies.

## Landfill Cover Innovation

Our innovative approach to managing landfill cover plays an important role in reducing emissions. Once a landfill cell is full, a final cover, which is typically a combination of clay, synthetic liner and soil, is placed on top to help seal in the waste. This final cover also helps reduce fugitive emissions, or gases that might escape through the landfill's surface.

We are accelerating a program to add transitional cover to landfill cells that are still active. This innovative cover is temporary, yet provides nearly the same amount of protection as a final cover. This will help further reduce emissions throughout the life of a landfill cell.

## Testing Technologies

We are actively testing and assessing innovations such as satellite, aircraft, drone and stationary technologies that can measure landfill emissions. We also are exploring how these technologies can assist with identifying fugitive emissions and help facilitate remediation efforts. We have pilot programs underway that will allow us to use new detection technology to further reduce emissions.

Additionally, we are partnering with research institutions and other stakeholders to dive deeper into the data to evaluate other ways technology can be used in the field or to enhance reporting methodologies.



## LANDFILL INNOVATION

# Innovating Landfill Solutions

There is much more to a landfill than meets the eye. Landfills are engineering marvels, from the angles of a cell wall to the best-in-class safety equipment to the stringent processes in place to protect our communities and the environment. Our team of forward-thinking engineers continues to develop innovative ways to make our landfill operations even more sustainable.

### Feeding Trees with Phyto-Utilization

Modern landfills have highly engineered liner and collection systems to capture leachate, the liquid that results from precipitation percolating through landfill waste, so it can be responsibly treated and disposed. Leachate can be treated on site or at wastewater treatment plants. We're also using Mother Nature to lend a helping hand.

Through a process called phyto-utilization, we are using trees and grasses planted at landfills to extract liquid and any contaminants naturally. This is beneficial in several ways:



**Lowers the carbon footprint:** Our five phyto-utilization projects have beneficially used more than 80 million gallons of leachate to feed trees and grasses on site. This has reduced our carbon footprint by eliminating the need for more than 16,000 tanker trips to a wastewater treatment plant. Additionally, the trees and grasses take in carbon dioxide and produce oxygen, further reducing the carbon footprint of our customers' waste. To date, this vegetation has sequestered nearly 3,000 tons of CO<sub>2</sub>.



**Saves costs:** Eliminating trips to a wastewater treatment plant saves the costs of disposal and transportation. These projects have resulted in \$7.2 million in avoided off-site disposal costs.



**Promotes biodiversity:** The trees and grasses planted at our landfill sites help preserve critical habitats for birds and other native wildlife, including turtles, foxes and deer, supporting biodiversity in our local regions.



### BIODIVERSITY HIGHLIGHT

## Otay Valley Regional Park

Recognizing that environmental stewardship extends beyond our operations and into the communities we serve, Republic Services awarded a charitable grant to support ecological revitalization at Otay Valley Regional Park in San Diego.

The restoration project, funded in 2023 in partnership with the Urban Corps of San Diego County, is aimed at reclaiming the 8,500-acre park's natural beauty and safeguarding its biodiversity. In addition to a large-scale litter cleanup, the work has included removal of invasive trees and plants encroaching on the park's native vegetation.

These restoration efforts have succeeded in supporting critical habitat for a native songbird that has been listed as endangered since 1980. As cleanup and eradication progressed, a nest of the Least Bell's Vireo was discovered within the park's boundaries.

The U.S. Fish and Wildlife Service attributes declines in the bird's population to extensive habitat loss due to urban development and exotic plant invasion, the same challenges our restoration project aimed to address.



**RENEWABLE ENERGY**

# Expanding Our Footprint

As part of our commitment to support decarbonization, we are tapping into our network of landfills to develop innovative solutions that benefit our customers as well as the environment.

When organic waste, such as food scraps or yard clippings, breaks down in the low-oxygen environment of a landfill, it produces biogas, which is about 50% methane. This biogas is collected by wells and, at nearly 70 of our landfills, is converted into renewable energy.

**Biogas can be utilized as energy in three ways:**

- Electricity
- Renewable natural gas (RNG) for use as a low-carbon fuel
- Thermal energy for heating or to power industrial boilers

These applications align with our goal of beneficially reusing 50% more biogas by 2030.

As of 2023, we're involved with 68 landfill gas-to-energy projects, including five RNG projects that launched during the year. We have more than 50 RNG projects in the development pipeline that we expect to come online by 2029. By forming strategic partnerships, we're transforming biogas into clean energy that benefits local communities.



**5**  
new RNG projects  
in 2023

Benson Valley Landfill – Frankfort, Kentucky

**37**

electricity projects

**21**

RNG projects

**10**

thermal energy projects



**SOLAR ENERGY**

In addition to our landfill gas-to-energy projects, we're also leveraging the power of the sun to generate renewable energy. We host solar projects at eight locations. We consume the energy from three of them, lowering our Scope 2 emissions. The other five sites provide clean electricity to the public utility grid.

We also support solar energy development through equity investment. Through our partners, we invested in over 100 utility-scale solar projects, which, in 2023, generated 1,227,028 MWh of electricity.



**FLEET ELECTRIFICATION**

# Leading the Charge

We're helping communities achieve their climate action goals through our commitment to fleet electrification.

Our commitment to fleet electrification isn't about making headlines – it's about making a real difference in reducing greenhouse gas emissions and combating climate change in the communities we serve.

As we plan for infrastructure development and truck deployment, we are working with our municipal partners who are interested in being first adopters of an electric fleet. Many forward-thinking customers want these EVs in their communities.

Recycling and waste collection is especially well-suited for EVs. Our trucks run consistent routes; start and stop often, utilizing regenerative braking to recharge the battery; and return to a home base at the end of the day, enabling charging at off-peak hours.

Through a multi-supplier strategy, we are positioning ourselves to electrify our fleet successfully. At the same time, we continue to build out our charging infrastructure. Currently, we have nine sites outfitted and ready for EVs, with over 20 more being completed by the end of 2024.

Our recent rollout of the first two McNeilus Volterra EV prototypes is a prime example of our commitment to safety and innovation. McNeilus engineers designed these trucks with expert insights from our team and equipped them with safety features like 360-degree cameras, lane departure warnings, automated braking and an oversized windshield to improve visibility, as well as many ergonomic features to improve driver comfort.

EV performance continues to outpace our expectations. Our trucks are completing full routes and returning to our facility with excess charge, enabling us to scale our electrification efforts with confidence.

With 16 EVs already on the road and plans to increase that number to more than 50 by the end of 2024, we're leading the charge in our industry. Our electrification efforts aren't just talk – they're tangible proof of our commitment to sustainability.



Industry's largest  
commitment to fleet  
electrification

**50+**

EVs expected by  
end of 2024

# Heavy-Equipment Innovation

Our efforts to reduce fleet emissions extend beyond our on-the-road vehicles. We're making a difference with our heavy equipment, too. At several of our landfills, we utilize diesel-electric hybrid bulldozers, which produce up to 20% fewer CO<sub>2</sub> emissions compared to traditional diesel machines.

These machines are equipped with smaller diesel engines paired with an electric-drive system. The electric drive converts energy into electricity, powering the bulldozer's operations instead of a conventional torque converter and transmission. By using a generator and an electric motor, the electric-drive system contributes to a 30% reduction in fuel consumption, significantly lowering emissions.

We continue to look for opportunities to decarbonize our operations, including at our recycling facilities, where we're introducing electric forklifts. We have plans to add eight by the end of 2024. By 2025, we aim to have an additional 17 in service. These electric forklifts can operate for a full shift on a single charge and recharge in less than four hours, providing efficiency along with zero carbon emissions.

## 18 Caterpillar electric-drive bulldozers in operation

<sup>1</sup> <https://www.louisvilleco.gov/living-in-louisville/residents/sustainability>

### CAT MAINTENANCE PARTNERSHIP

In 2023, we launched an innovative maintenance partnership with Caterpillar (CAT) to streamline our operations and boost efficiency. We use heavy equipment across our operations, at landfills, transfer stations and recycling facilities, among other sites.

A key component of this initiative is oil sampling. Our facilities send oil samples to CAT's laboratory for analysis, which provides valuable insights into the condition of an equipment's engine. Instead of relying on fixed schedules, we can determine when service is required based on the condition of the oil. As a result, we have doubled our standard to 500 hours before service is needed, leading to a significant reduction in fluid consumption, wear and part replacement.

Additionally, our CAT equipment is outfitted with advanced condition monitoring systems that can signal potential problems before they become significant. This early warning system helps avoid costly breakdowns and extends the life of our equipment.

Through this collaboration with CAT, we have enhanced our maintenance programs, resulting in greater efficiency and sustainability across our operations. This program represents a critical step toward maximizing equipment lifespan while minimizing environmental impact and operational disruptions.



### EV PICKUP TRUCKS

Our fleet extends beyond collection trucks, so our electrification efforts do, too. In 2023, we introduced five electric pickups for use by our supervisors. We'll continue to replace gasoline- and diesel-powered passenger vehicles with EVs as we roll out our electric collection fleet.



### CUSTOMER HIGHLIGHT

## Electrifying in Colorado

The city of Louisville, Colorado, is the first Republic Services municipal customer – and the first municipality in the country – to commit to fully electrifying its residential recycling and waste collection fleet. Beginning in fall 2024, Louisville residents will be serviced by Republic Services' zero-emissions McNeilus Volterra EVs. In addition to reducing emissions in communities, EV collection trucks offer a quieter experience for residents – as well as a safer environment for drivers. Louisville's commitment to fleet electrification supports its Sustainability Action Plan<sup>1</sup>, which includes a goal to reduce greenhouse gas emissions annually below a 2016 baseline through 2030.

RECYCLING

# Advancing a Circular Economy

A circular economy is designed to keep materials in circulation for as long possible, and recycling is an essential part of the process. At its best, a circular economy helps protect the environment and provides economic benefits to communities.

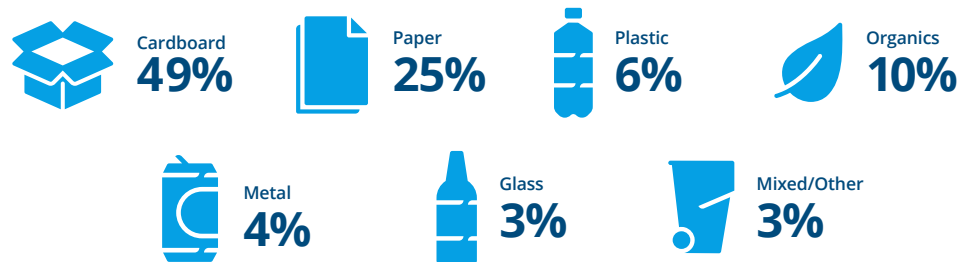
With 74 recycling facilities across North America, Republic Services provides recycling and circularity solutions for millions of customers. In 2023, we processed 4.3 million tons of material at our recycling and organics facilities.

While many customers and communities are doing their part to recycle, nationally, the recycling rate is only 32%<sup>1</sup>. As a society, we need to do better. While consumers generally do a good job of recycling at home, we need to improve access to recycling away from home. Single-use packaging is often consumed on the go, which is why we're innovating ways to increase opportunities for out-of-home collection.

Our continued investments in recycling and circularity are designed to help communities meet their diversion goals and bolster the circular economy.

## Recyclable Materials

2023 Tons Managed: 6.3M  
2023 Tons Processed: 4.3M



Percentages represent tons sold by Republic Services and do not include any inbound contamination.

<sup>1</sup> <https://www.epa.gov/facts-and-figures-about-materials-waste-and-recycling/national-overview-facts-and-figures-materials>

### RECYCLING REOPENING IN ARIZONA

Our state-of-the-art Salt River Recycling Center opened in fall 2023, serving the Phoenix area. The 51,000-square-foot facility manages recyclables from approximately 1.4 million residents and more than 2,000 businesses. It's capable of processing up to 40 tons, or eight truckloads, of material per hour. The new recycling center was designed with higher capacity and more modern technology to help support our customers' sustainability goals. Since the facility's opening, the city of Mesa has seen a dramatic increase in its diversion rate, from 30% to 60%.





## RECYCLING

# Investing in Innovation

Innovations in recycling technology are helping to increase efficiency, improve quality and enhance safety in recycling facilities, and we see promising developments on the horizon.

Today, optical sorters paired with vision recognition systems are being utilized to sort recyclables by material type and color. These systems are equipped with extensive image catalogs that identify and sort materials in milliseconds. Ultimately, they could be used for such specific applications as identifying packaging by brand, offering, for example, useful information to companies about product recyclability.

We're also working with a number of suppliers to test the capabilities of artificial intelligence and robotics systems. These systems can operate quickly and efficiently, picking materials correctly nearly 100% of the time. Robotic arms have been deployed in nearly 20% of our recycling facilities for tasks such as sorting containers or picking out contaminants, and further installations are planned in 2024.

In 2023, we completed equipment and technology infrastructure projects at 11 recycling facilities, increasing capacity and capabilities for customers.

# \$176M

2023 investment in recycling infrastructure and technology

### INFRASTRUCTURE

- Our first two Polymer Centers
- Recycling center upgrades
- Expanded organics operations

### TECHNOLOGY

- 14 robotic sorting arms
- 17 AI camera systems
- Optical sorters
- Anti-wrap screens
- Autonomous fire suppression systems

## Climate Benefits

Our sustainable operations avoid or sequester greenhouse gas (GHG) emissions through the services we provide to customers. Climate benefits come from the recycling and reuse of materials, beneficially reusing landfill gas to produce renewable energy, and permanently sequestering carbon-rich materials in landfills. Carbon sequestration is the permanent removal of carbon from the atmosphere; landfills are recognized by the U.S. EPA as carbon sinks, which absorb more carbon than they release.

Avoided and removed emissions are calculated using different factors and represent different time frames. Fugitive methane from landfills is

quantified using a first order decay model, meaning that the emissions we report in 2023 are the result of many years' worth of waste anaerobically decomposing. Avoided and removed emissions are measured independently from our GHG inventory, which follows the GHG Protocol.

Avoided emissions from recycling are calculated using the U.S. EPA Waste Reduction Model (WARM v16) based on materials processed in 2023. These benefits from recycling represent full lifecycle emissions.

Carbon sequestration in landfills is also calculated using the EPA WARM.

## 2023 EMISSIONS AVOIDED & REMOVED (Metric Tons of CO<sub>2</sub> Equivalent)



**41.6M** Total CO<sub>2</sub>e  
equivalent to the electricity usage of 8.2M homes<sup>1</sup>

<sup>1</sup> <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

ORGANICS

# A Leader in Organics Recycling

Recycling food and yard waste is a critical component of our commitment to the circular economy. Throughout North America, organics recycling programs are gaining momentum, driven by expanded legislation and consumers' desire to be more sustainable. Republic Services is a leader in organics recycling, and in 2023, added two organics management facilities to our growing portfolio, expanding our services to even more customers.

Recycling organic waste offers several environmental benefits. Diverting food and yard waste from landfills helps reduce greenhouse gas emissions, and converting it into compost produces a nutrient-rich soil amendment that enhances soil quality and reduces water usage in agriculture or landscaping.

## FOOD AND BEVERAGE PRODUCT DESTRUCTION

When food and beverage companies have products that don't meet standards, are expired or are otherwise unsellable, what do they do? Our Wasteco business in Toronto, Canada, which became part of the Republic Services team in 2023, offers an innovative solution. Packaged or canned foods and liquids are separated from their containers, offering the opportunity to generate energy from the organic waste at an anaerobic digester, repurpose solid foods for animal feed and recycle the containers.

Imagine canned green beans or bottles of ketchup that have passed their sell-by date. When they arrive at Wasteco's facility, they're loaded into specialized equipment that will separate food from the packaging. The organic materials are sent to an anaerobic digestion facility to produce biogas, which can be used to produce electricity or renewable natural gas. If the organic material is still usable as animal feed, it is delivered to nearby farms. Finally, the metal cans or plastic bottles are recovered and recycled.

In 2023, the operation processed more than 13,000 tons of food and beverage products and diverted nearly 450 tons of food for use as animal feed.

## SUSTAINABILITY THROUGH ANAEROBIC DIGESTION

Our anaerobic digestion facility in Northern California processed nearly 28,000 tons of organic waste in 2023 and continues to expand its sustainability benefits:

- Biogas created from food waste processed through our anaerobic digester is used to generate electricity. This produces enough power to operate the facility, and has eliminated the facility's monthly electric bill.
- Heat exchangers extract heat from the exhaust of biogas-fueled power turbines. This captured heat is used to maintain optimal operating temperatures within the digester.
- Digestate, the organic material left over from the anaerobic digestion process, is being beneficially used as well. The facility produces about 20,000 gallons of digestate daily, which is used at nearby compost sites to add moisture and nutrients.



**22**  
organics facilities

## ENVIRONMENTAL SOLUTIONS

# Specialized Recycling Services

Not all recyclable materials can be managed through a traditional recycling process. Items such as glycol, oil and aerosol cans require special care to be responsibly recovered. Our environmental solutions group operates several specialized recycling facilities to recover these materials and turn them into new products.

### CREATING CIRCULARITY SOLUTIONS IN ALASKA

Republic Services is leading the way to a circular economy in Alaska. Our Commercial Drive Distillation Plant in Anchorage recycles spent antifreeze/coolant and turns it into new products like vehicle coolant, which is marketed online and in local stores and distributed to statewide users of these products. Antifreeze can be recycled over and over, which means these newly manufactured products could one day end up back in our facility to be recycled again. Our Anchorage operations also include an oil recycling facility, which collects used oil from across the state and turns it into fuel.

Nearly 400 miles north of Anchorage, we're bringing sustainability solutions to Eielson Air Force Base as well as customers in the local community. Our Moose Creek operations recycle contaminated soil into clean soil through a thermal desorption process that removes all contaminants. The new clean soil can be used as backfill or put through a screening process to separate out gravel or sand and create other construction material. To make the operations even more sustainable, Moose Creek's processes are powered by fuel from the Anchorage oil recycling facility.

### 2023 HIGHLIGHTS

# 2.2M

pounds of aerosol cans recycled

We recycled nearly twice as much aerosol in 2023, keeping potent pressurized gas, known as propellant, out of the atmosphere.

# 2.1M

pounds of oil recycled

We increased the amount of oil recycled by more than 9% over 2022.



### CUSTOMER HIGHLIGHT

## E-Waste Recycling Partnership

In 2023, we partnered with the Indianapolis Colts to offer residents and businesses in the Indianapolis area two opportunities to recycle unwanted electronics. Those two events resulted in nearly 90 tons of e-waste that was properly recycled and diverted from the landfill. This is just one of many examples of how we partner with municipalities, sports teams and other local organizations to provide customers with options to recycle materials that can't go in their curbside carts.



ENVIRONMENTAL SOLUTIONS

# Innovative PFAS Solutions

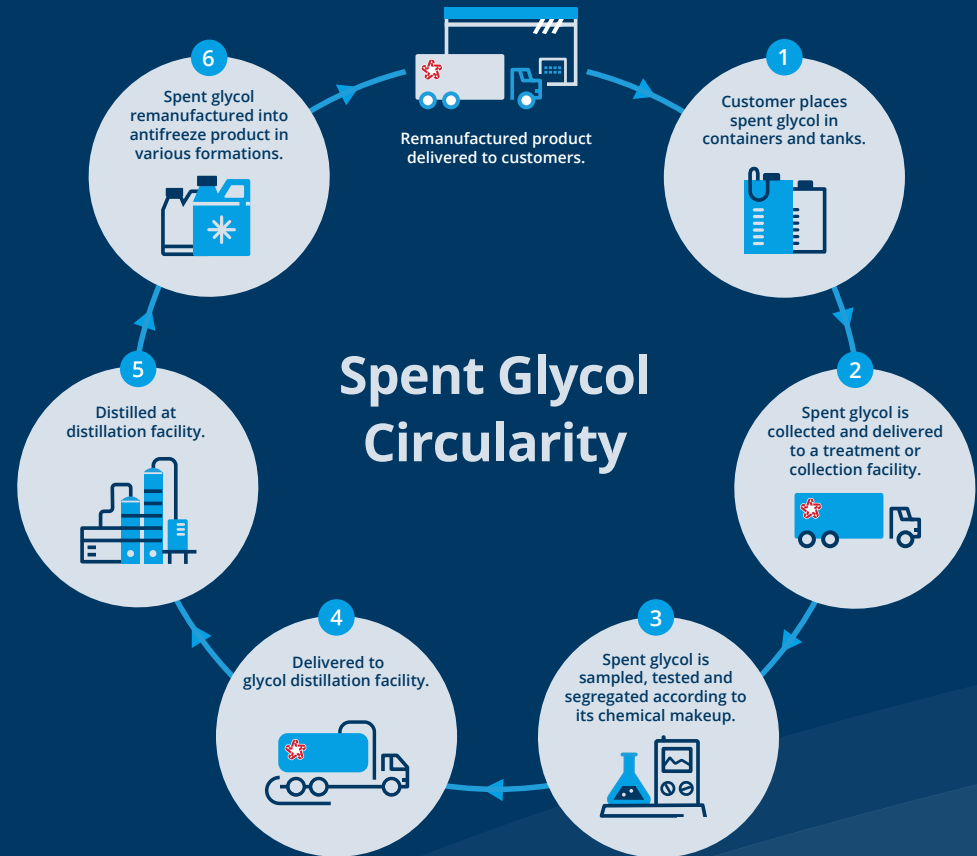
Perfluoroalkyl and polyfluoroalkyl substances, also known as PFAS or “forever chemicals,” are a class of about 15,000 man-made chemicals found in many consumer and industrial products. Responsible disposal of these chemicals is an essential community need. Additionally, many of our customers are facing new compliance challenges as regulations continue to emerge across North America at the local, state and federal levels. Our proven solutions responsibly treat or dispose of PFAS for customers. We believe our network of specialized facilities is an important part of the long-term solution.

**SUBTITLE C LANDFILLS**

Subtitle C landfills have extensive leak, groundwater and air monitoring systems, specifically designed for secure long-term disposal of complex waste like PFAS. Two of our landfills, in Grandview, Idaho, and Beatty, Nevada, are located in semi-arid climates, adding more protection for the disposal of PFAS.

**INJECTION WELLS**

These wells are located in deep, confined rock formations, thousands of feet below any groundwater aquifers. PFAS-containing liquids are injected into the wells, where they are safely stored. Injection wells are recognized by the EPA as a safe, compliant solution for PFAS.



**Glycol Recycling for Airports**

Many airports in cold climates utilize glycol-containing deicing fluid to keep planes free of ice and snow. Our advanced glycol recycling technology and process enables us to de-water and de-mineralize collected used glycol and distill it back to virgin-equivalent glycol that can be reused.

**8.1M**  
pounds of glycol recycled in 2023



# Communities

Engaging with and investing in our communities is a vital part of creating sustainable neighborhoods.



OUR PROGRESS

# Positively Impacting Our Communities

Putting Sustainability in Action means supporting our communities. Progress toward our Communities goal includes charitable grants from the Republic Services Charitable Foundation as well as community grants from our local business units and in-kind products and services.

The Charitable Foundation is a private corporate foundation funded solely by Republic Services. Through its signature program, National Neighborhood Promise®, the Foundation works with national and local nonprofit partners to support sustainability projects and programs in communities we serve across the country.

IN 2023

**4.7M**

people positively impacted

**917**

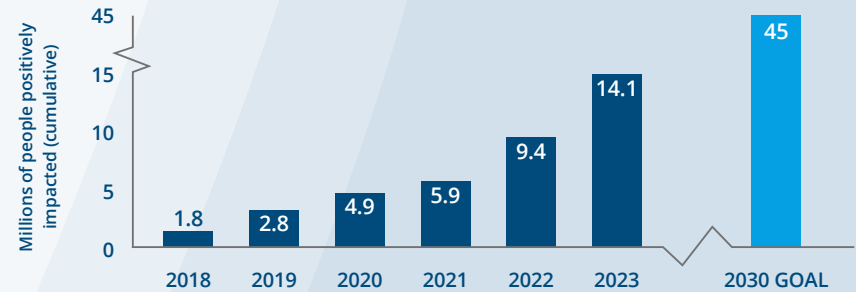
charitable grants

GOAL

## Charitable Giving

Create sustainable neighborhoods through strong community partnerships for 45 million people by 2030.

### Cumulative Charitable Giving Impact

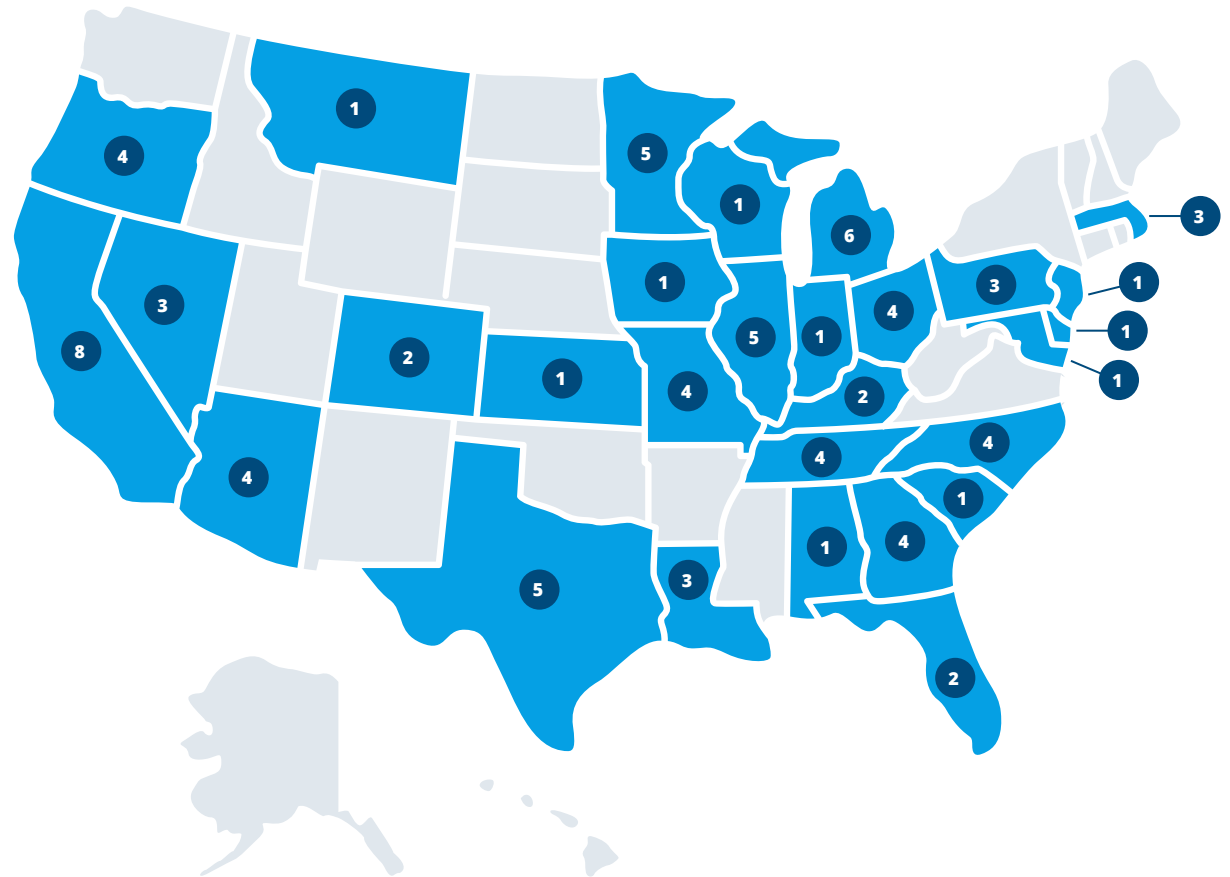




# National Neighborhood Promise

The signature program of the Republic Services Charitable Foundation is National Neighborhood Promise (NNP). This program provides funding for neighborhood revitalization and sustainability projects in the communities we serve. Our goal is to partner with exceptional local nonprofits to create sustainable neighborhoods through grants, in-kind donations and employee volunteerism.

NUMBER OF NNP PROJECTS BY STATE (2017-2023)



SINCE 2017

**85** places and spaces across the country improved

**14.1M** people positively impacted

**2023 NATIONAL NEIGHBORHOOD PROMISE PROJECTS**



**CHICAGO**

We partnered with Rebuilding Together Metro Chicago to support Imagine Englewood if (IEi), a nonprofit organization that helps strengthen the Greater Englewood community by teaching positive communication skills, healthy living and environmental awareness. More than 60 Republic Services volunteers provided needed repairs to the Healing House, the Jean Carter Hill Community Garden and the Peace Campus.



**HOUSTON**

We joined forces with Rebuilding Together Houston to provide critical repairs to SHAPE Community Center in the Third Ward. The community center aims to improve the quality of life for people of African descent through programs and activities that emphasize themes such as unity, self-determination and purpose. Republic Services volunteers revitalized community gardens and helped with cleanup and beautification efforts in the surrounding area.



**ST. LOUIS**

We partnered with Rebuilding Together St. Louis on a revitalization project to the Wesley House, which has served as a safe haven for community members for more than 120 years. The organization provides social services to youth, adults and seniors in the Penrose neighborhood. Nearly 30 volunteers from Republic Services painted the facility and revitalized the urban garden.



**St. Vincent de Paul, Phoenix**

Replace commercial food-grade equipment to continue providing meals to those in need in Metro Phoenix.



**Urban Corps of San Diego County**

Restore Otay Valley Regional Park trail, including debris removal, tire pickup and other cleanup.



**Lafayette Habitat for Humanity**

Support the local chapter of 100 Black Men in building a public gathering space in the McComb-Veazey neighborhood.



**Pope Francis Center, Detroit**

Provide a community computer lab and resident fitness center for the organization's new Bridge Housing Campus.



**Rebuilding Together Minnesota**

Support the Minnesota Indian Women's Resource Center with critical repairs and updates, including window replacement, carpeting and a new entrance.



**Missoula YMCA, Montana**

Transform a corner of the campus into a publicly available 2,200-square-foot splash pad, designed for children of all abilities.



**Binghamton Development Corp., Memphis**

Construct three outdoor classrooms and provide necessary equipment to grow the organization's recycling-oriented on-the-job training.



**Miss Katie Woodie Foundation, Murfreesboro**

Build an outdoor classroom for the Walter Hill School and support new STEM learning programs for the community.



**Eagle River Recreation Assn., Wisconsin**

Fund critical infrastructure improvements, such as cooling tower installation, construction of a girls' locker room and roof repair.

# Human-Centered Engagement

Creating sustainable neighborhoods starts with strong community partnerships. Across the country, our teams are engaged with their local communities. In 2023, that included volunteerism, community cleanups, facility tours and educational opportunities. Engaging with our communities is an essential part of partnering to create a more sustainable world.

## Seattle Recycling Learning Center

The first step to recycling correctly is knowing the do's and don'ts. To bring recycling education and transparency to the Seattle community, we opened the region's first recycling learning center in May 2023. The learning center, at our Seattle Recycling Facility, is designed to educate the public – adults and children alike – about proper recycling behaviors. The center also offers a behind-the-scenes look into recycling technology and the processes for different materials. This is Republic Services' third recycling learning center – the others are in Las Vegas and Plano, Texas.

## Pennsylvania TSDF Tour

We regularly host tours at our facilities across North America to educate the public about our work and how our operations benefit the community. In York, Pennsylvania, our environmental solutions team hosted a tour of our Treatment, Storage and Disposal Facility (TSDF) for members of Women in Manufacturing, a national trade association dedicated to supporting women in the manufacturing industry. The York TSDF is one of 22 that Republic Services operates to help manage our customers' diverse and complex waste streams.

## Grand Canyon University Partnership

Our South Phoenix team has been a supporter of Grand Canyon University's CityServe program since 2021, when Republic Services began serving as the school's environmental services provider. CityServe partners with national retailers and suppliers to connect local families with returned and unused goods, such as children's car seats or small appliances. Not only does this help community members in need, but it helps keep excess products out of our landfills. Since 2021, CityServe has positively impacted more than 30,000 Arizona families.





# A Good Neighbor

An important part of being a good neighbor is being engaged with our communities and present at local events. Touch-a-Truck events are always a big hit – with the community and with our local teams. We use these events as an opportunity to educate the public about safety around our trucks and about the work we do.



## MOMENCE, ILLINOIS

We brought a front-load collection truck to the Edward Chipman Library in Momence, Illinois, and gave local families a demonstration of the work we do.



## THE COLONY, TEXAS

At Morningside Elementary School in The Colony, Texas, our team explained to students how Republic Services cleans up the community and protects the environment.



## BRIDGETON, MISSOURI

It's never too early to learn about recycling, as these preschoolers did in Bridgeton, Missouri. The children also were eager to see who was taller than the wheels on the recycling truck.



## ARLINGTON, TEXAS

More than 500 students, from pre-kindergarten to fifth grade, learned about how we collect recycling and waste at Mary Moore Elementary School's Career Day on Wheels.

**ENVIRONMENTAL JUSTICE**

# Our Commitment

Our work helps keep communities clean and healthy. Being a good neighbor is a top priority for Republic Services, and we're proud of the positive impact we have on the environment and in our local communities.

An important aspect of our commitment to being a sustainability leader is environmental justice. We align our efforts with the U.S. Environmental Protection Agency's 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."

We utilize comprehensive programs to promote responsible and sustainable operations, and several internal teams, including Engineering, Environmental Compliance, Internal Audit, Ethics and Compliance, and Legal consistently monitor our actions to ensure alignment with our high operating standards. Our uniform, enterprise-wide approach enables us to consistently account for potential environmental and social risks.

It is important that we proactively engage with and invest in the communities we serve, and our local teams follow a Good Neighbor Plan that guides engagement, involvement and education within the community. These efforts help build trust and create effective avenues of communication between the community and our company.

Respecting the dignity and unique potential of every person is a company value and the responsibility of every Republic Services employee. Our Human Rights Policy outlines our expectations and comprehensive engagement program, including candid dialogue with our communities and other stakeholders.

Following proactive engagement with multiple stakeholders, we have engaged an independent firm to conduct a civil rights assessment. The assessment will help us further strengthen and advance safety, engagement, our environmental justice initiatives and our commitment to our communities.

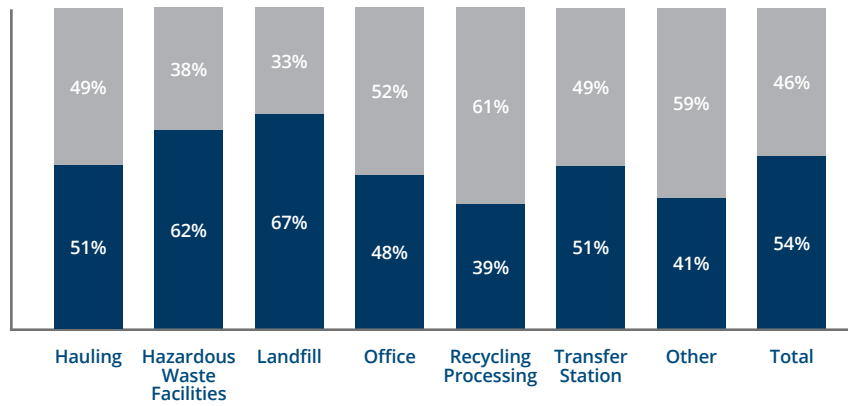


ENVIRONMENTAL JUSTICE

# Distribution of Facility Locations

1-KILOMETER RADIUS

% People of Color vs. State Average

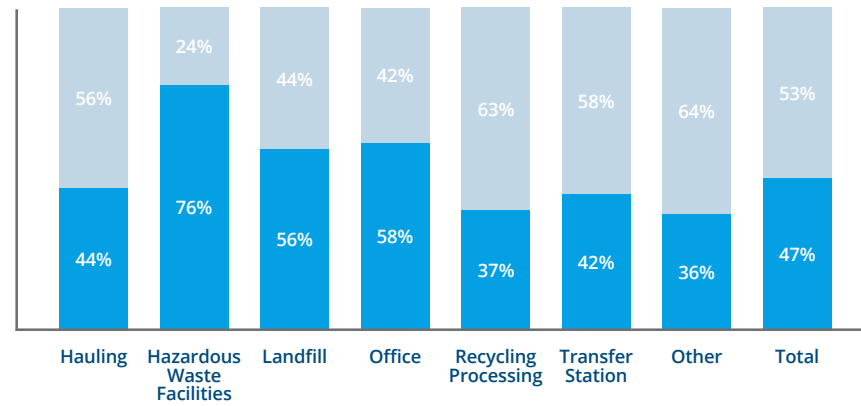


■ % People of Color Below State Average  
 ■ % People of Color Above State Average

**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

% Low Income vs. State Average



■ % Low-Income Population Below State Average  
 ■ % Low-Income Population Above 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.

OUR ANALYSIS

We've analyzed the demographics around our facilities' locations based on data and terminology from the EPA's EJScreen tool. Our analysis represents the percentage of people of color and people in low-income households within a 1-kilometer radius of each Republic Services location compared to the

state average. An analysis of a 5-kilometer radius of the same locations can be found on our website.

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 analysis is not directly comparable to past reporting.

Site-level data can be found using the [EJScreen tool](#) on our website.

[VIEW FULL REPORT](#)



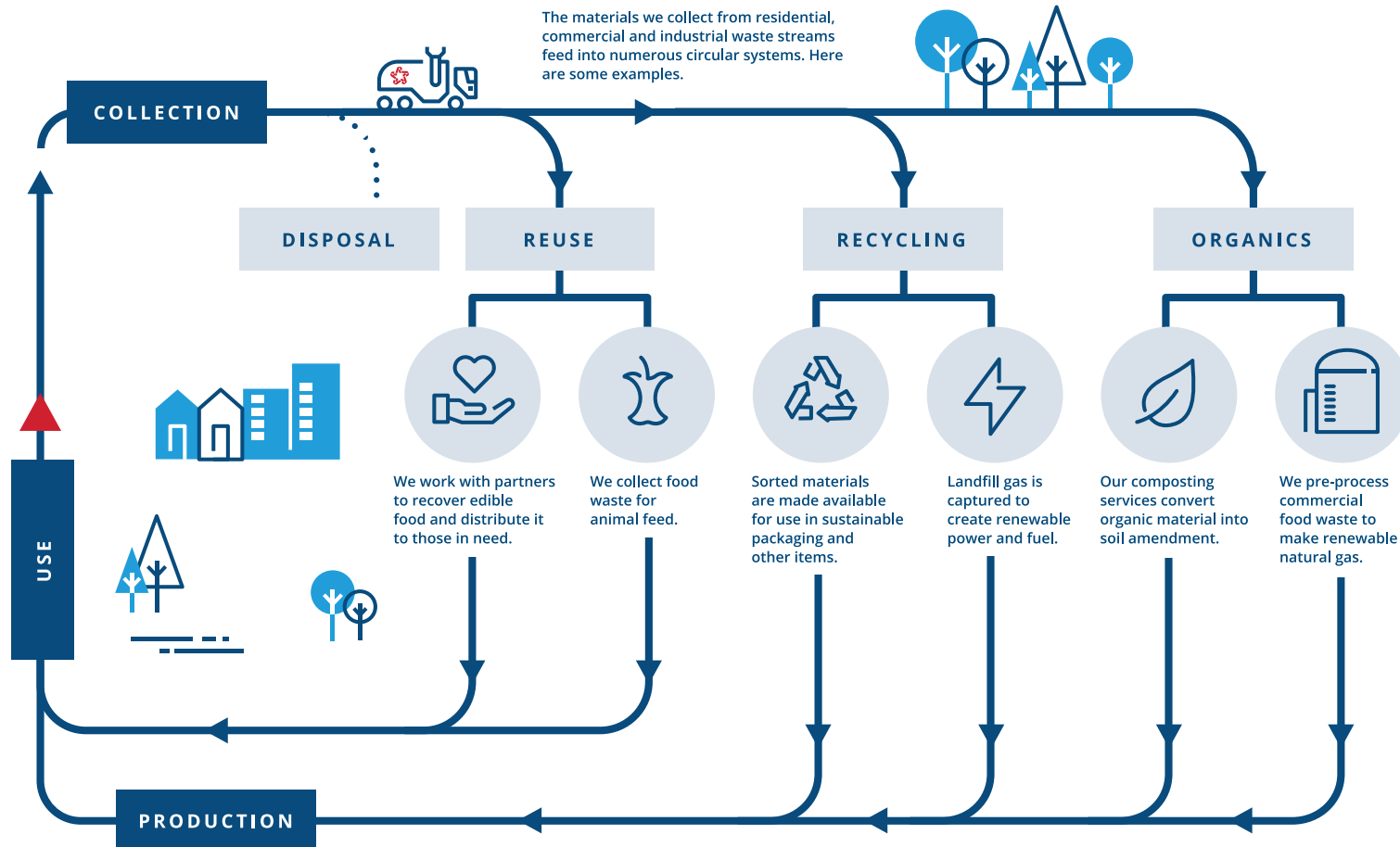


# Our Processes

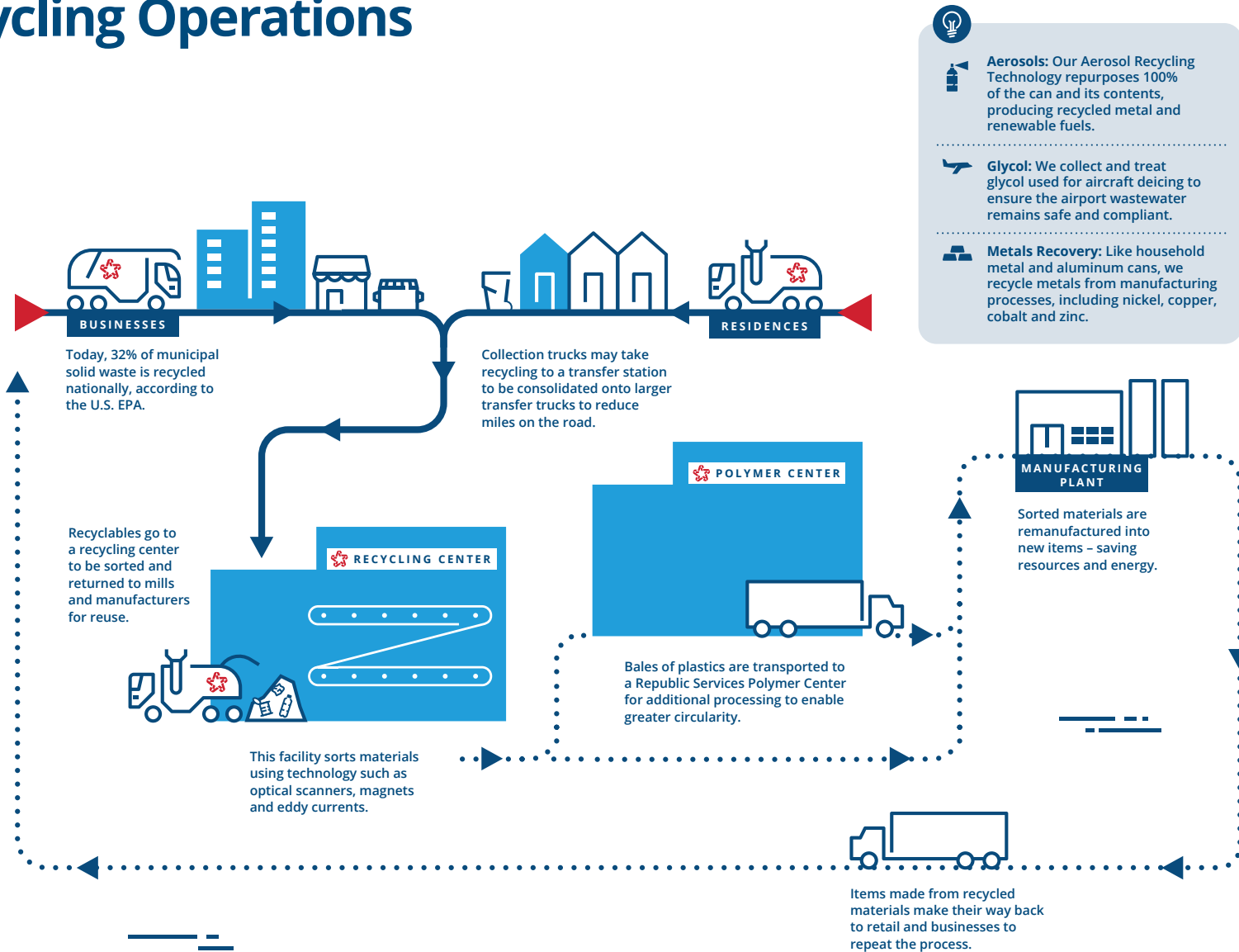
Infographics that illustrate and explain our sustainable operations.



# Circular Economy



# Recycling Operations



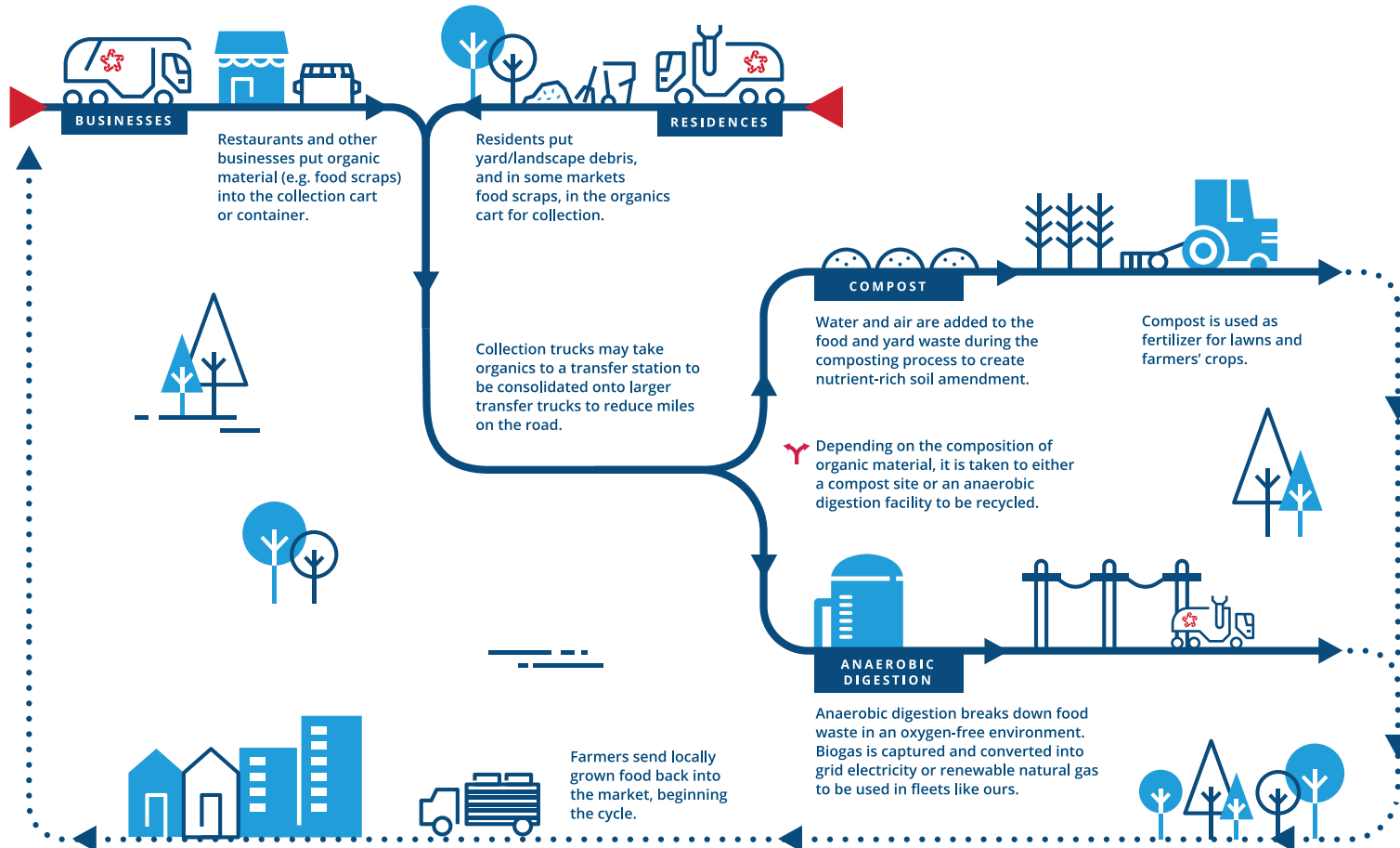
**Aerosols:** Our Aerosol Recycling Technology repurposes 100% of the can and its contents, producing recycled metal and renewable fuels.

**Glycol:** We collect and treat glycol used for aircraft deicing to ensure the airport wastewater remains safe and compliant.

**Metals Recovery:** Like household metal and aluminum cans, we recycle metals from manufacturing processes, including nickel, copper, cobalt and zinc.



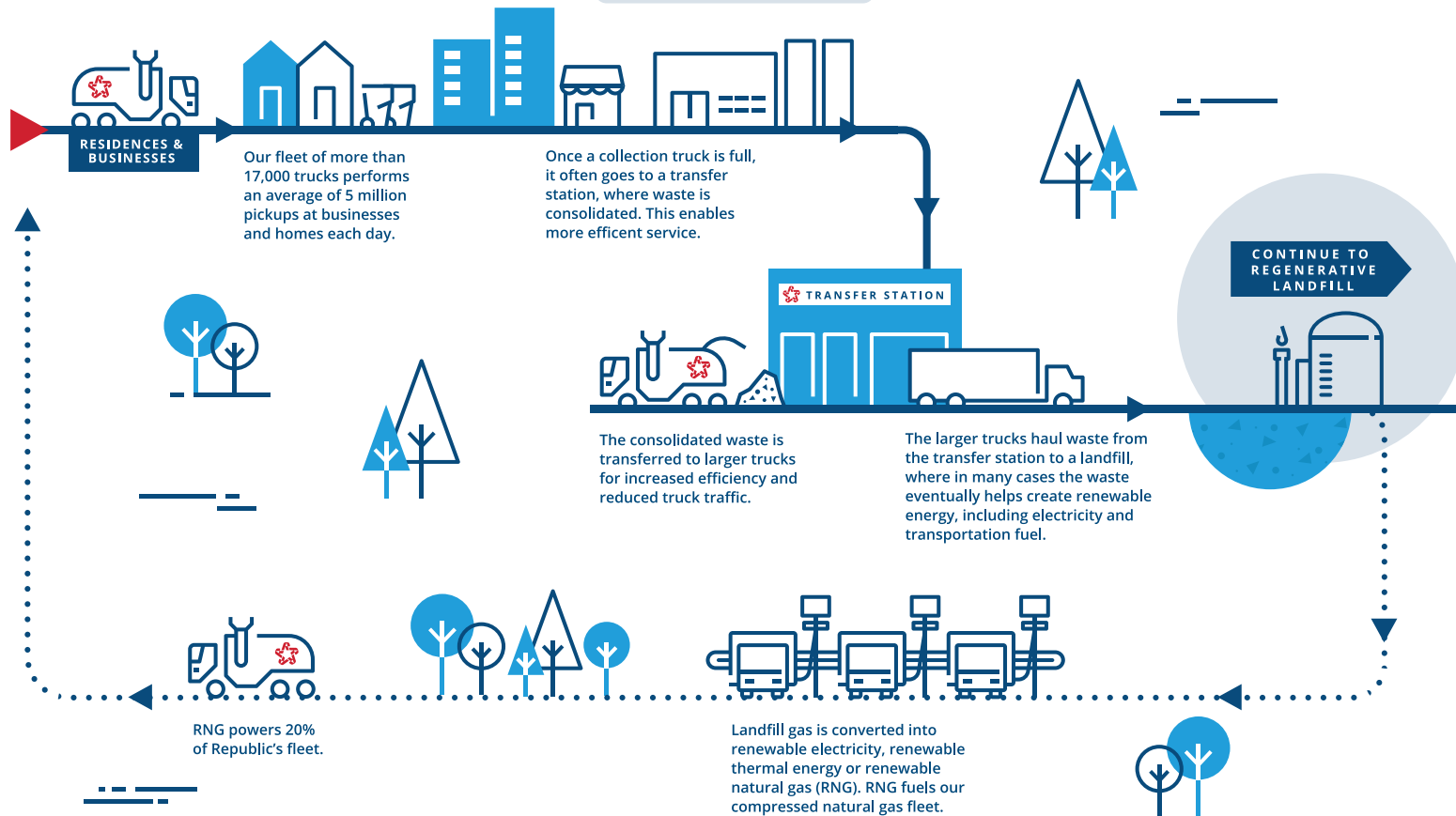
# Organics Operations



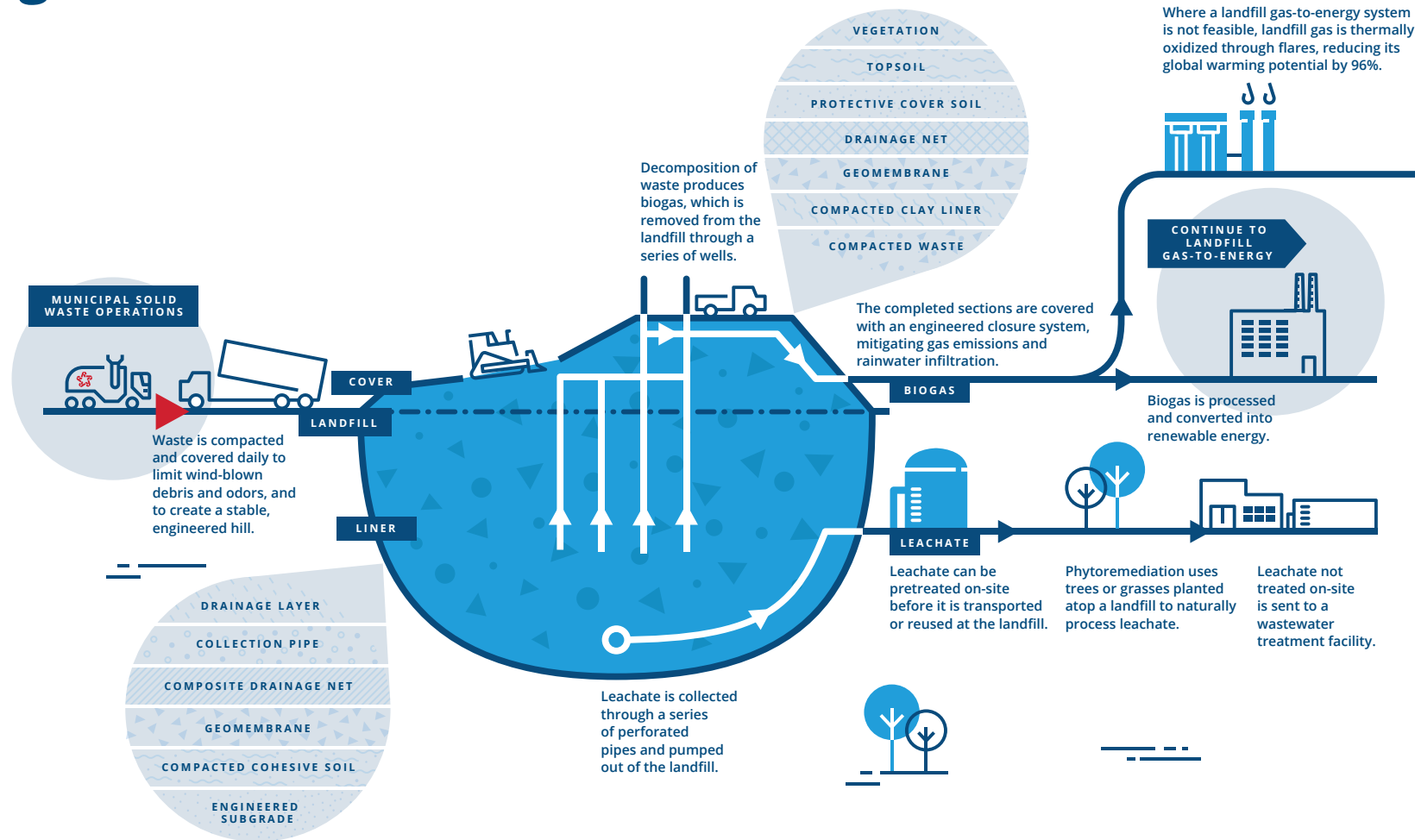
# Municipal Solid Waste Operations



According to the EPA, Americans generate 4.9 pounds of waste and recycle or compost 1.6 pounds per person per day.

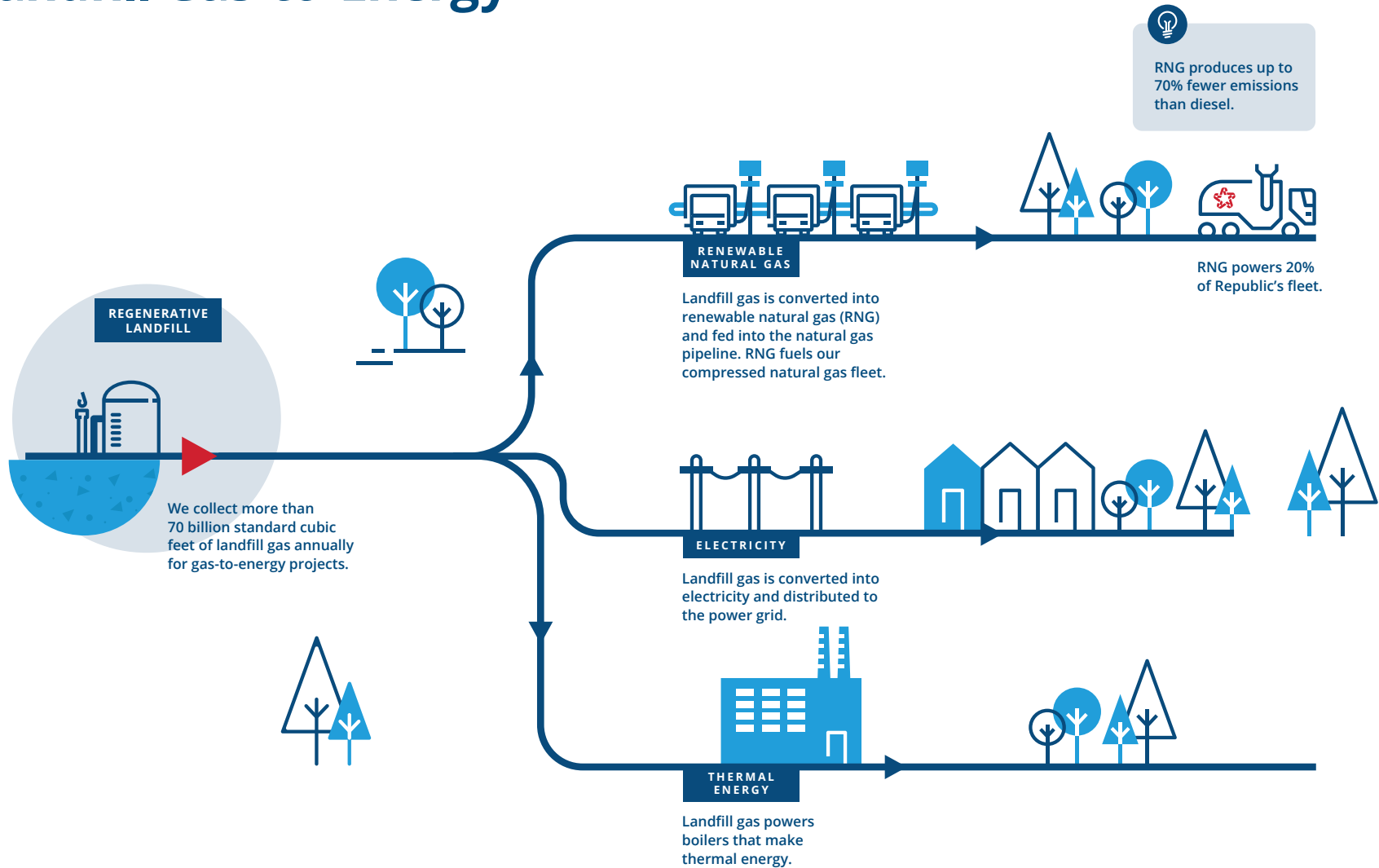


# Regenerative Landfill

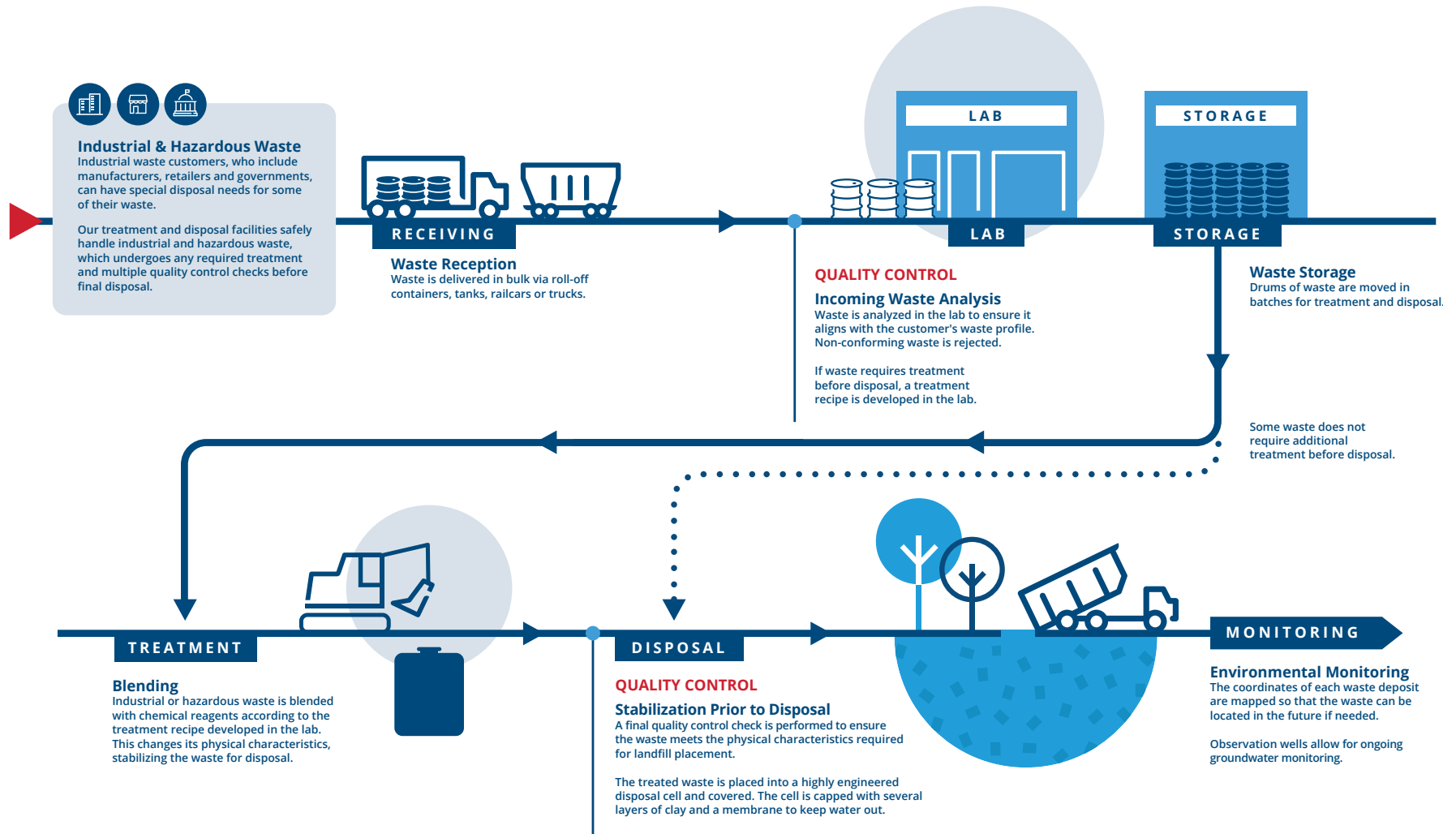




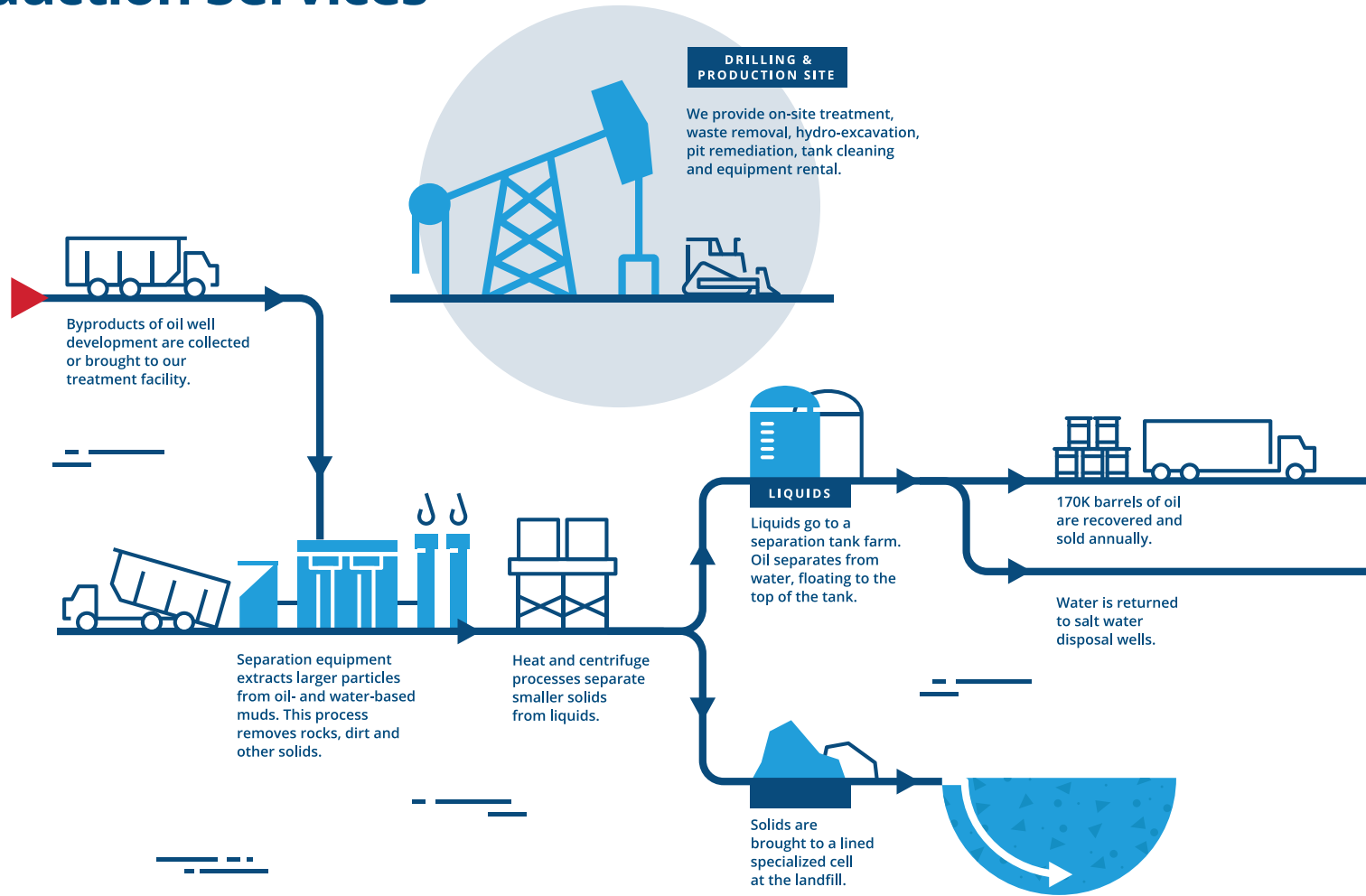
# Landfill Gas-to-Energy



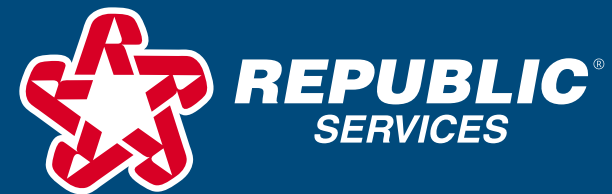
# Industrial Treatment & Disposal



# Exploration & Production Services







Learn more about our sustainability work through our GRI, SASB, TCFD and other reports at [RepublicServices.com/Sustainability/Reporting](https://RepublicServices.com/Sustainability/Reporting)

For information on how Republic Services can help you achieve your sustainability goals, reach out to [SustainabilitySolutions@RepublicServices.com](mailto:SustainabilitySolutions@RepublicServices.com)

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