



Sustainability in Action

## Political Contributions Policy

As a company in the environmental services industry, Republic Services, Inc. (the “Company” or “Republic”) is subject to federal, state, and local legislation and regulation that can significantly affect how we conduct our business. The legal and regulatory landscape includes laws relating to land use, taxation, transportation, employees, and the environment. In addition, because political and public policy can dramatically impact our business and the communities we serve, we believe that participating in the political process is critical to the sustainability of our business goals and the continued creation of shareholder value. We also believe that it is our responsibility as a good corporate citizen to participate in the political process and to do so in a lawful, prudent, and ethical manner.

To that end, the Company has established a political contributions policy and related procedures to ensure that our employees and other Company representatives participate at all times in the political process in compliance with the law. Specifically, our policy requires Company representatives to comply with all applicable laws and regulations governing corporate political contributions and regulating corporate participation in public and governmental affairs. Our Government Affairs department is responsible for implementing effective compliance procedures and controls to ensure that Republic’s political contributions are made in accordance with this policy, Republic’s [Code of Business Ethics and Conduct](#) and applicable law. The Audit Committee of our Board of Directors reviews this policy and a report of the Company’s political contributions on an annual basis.

In accordance with the Company’s policy, all corporate political contributions are recommended by members of management and reviewed and approved by our Vice President, Government Affairs, and are made without regard for the private political preferences of Republic’s officers and executives. Corporate contributions are made to candidates who demonstrate integrity and character. Other important considerations that influence which candidates merit the Company’s financial support include the geographical scope of the candidate’s representation, whether the candidate sits on a committee that affects legislation in which the Company has an interest, the candidate’s voting record on key issues affecting the Company, and the candidate’s leadership position in the legislature or political party.

Republic also maintains an employee-funded political action committee called the Republic Services, Inc. Employees For Better Government Political Action Committee (“RSPAC”) which is governed by a board of directors comprised of Republic employees. RSPAC operates in compliance with all applicable laws and offers eligible employees a direct means to voluntarily participate in shaping the laws and policies that impact our business.

Executive management of the RSPAC considers contribution requests from employees to appropriate federal, state and local candidates, organizations and PACs when such contributions are in the Company's business interests and comply with the law.

Corporate and RSPAC contributions are publicly disclosed as required by law. Federal and state political candidates who receive contributions are required to report the contributions they receive. Many states in which Republic operates require public reporting of corporate contributions made in those states. RSPAC is also required to publicly disclose its contributions. RSPAC contributions can be viewed on the Federal Election Commission's website at [www.fec.gov](http://www.fec.gov) (Committee ID No. C00428391).

The Company will not pressure or coerce employees to make personal political contributions and will not take retaliatory action against employees who do not make political contributions. While employees may participate as individual citizens in the political process, decisions to do so are entirely voluntary. Employees are prohibited from being reimbursed directly or through compensation increases for personal political contributions.

In addition to supporting political candidates, from time to time Republic belongs to trade associations that focus on matters concerning our business interests. Such organizations include the National Waste and Recycling Association ("NWRA") and its local chapters which have been organized to promote the management of waste services in a manner that is environmentally responsible, ethical, and efficient. NWRA provides education and training opportunities, networking, and research as well as advocacy activities on behalf of its members. NWRA currently does not maintain a PAC. Republic belongs to NWRA primarily for non-political reasons such as the education of our employees to better serve our customers. Senior management reports Republic's membership and participation in NWRA and other trade associations to the Audit Committee of our Board of Directors on at least an annual basis when it reports on other political activities.

We recognize the importance of transparency related to political contributions for our stakeholders, and a summary of Republic's 2024 political contributions and related spending can be found on page 44 of our [2024 Global Reporting Initiative \(GRI\) Report](#).

For purposes of this policy, the term "political contribution" is defined as any direct or indirect payment, distribution, loan, advance, deposit, or gift of money, services, anything of value or use of Company equipment, supplies, time, or other property, for the purpose of influencing any election, referendum, or ballot initiative.

*This policy is the property of Republic Services, Inc. and is to be used in connection with the conduct of the business of Republic and/or its subsidiaries. This policy is not intended to and does not constitute or create contractual terms of employment.*

*(Amended September 2025)*