



REPUBLIC
SERVICES

Sustainability in Action

Investor Presentation

March 2024



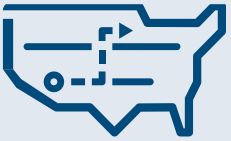
Forward Looking Statements

Certain statements and information included herein constitute "forward-looking statements" within the meaning of the Federal Private Securities Litigation Reform Act of 1995, including statements with respect to our anticipated 2024 financial results. Words such as "will," "expect," "anticipate," "estimate," "guidance" and similar words and phrases are used in this presentation to identify the forward-looking statements. These forward-looking statements, although based on assumptions that we consider reasonable, are subject to risks and uncertainties that could cause actual results, events or conditions to differ materially from those expressed in or implied by the forward-looking statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we can give no assurance that the expectations will prove to be correct. Other factors which could materially affect our forward-looking statements can be found in our periodic reports filed with the Securities and Exchange Commission. Stockholders, potential investors and other readers are urged to consider these factors carefully in evaluating our forward-looking statements and are cautioned not to place undue reliance on forward-looking statements. The forward-looking statements made herein are only made as of the date of this presentation, and except as required by law, we undertake no obligation to publicly update these forward-looking statements to reflect subsequent events or circumstances.

Overview & Strategy



Investment Thesis



National vertically integrated operations and high-quality asset base



Focused on customer needs and sustainability to drive profitable growth



Advancing use of technology to differentiate service offerings and drive operational efficiencies



Resilient business that benefits in a strengthening economy



Consistent earnings and free cash flow growth

Overview

Market



Provide essential services in a **\$114 billion** environmental services industry

Continued opportunity for consolidation to drive growth and build scale

Republic Services



Strong and predictable free cash flow

National footprint with diversified exposure to franchise, large urban and small to mid-sized markets

80% Approximately 80% of revenue has an annuity-type profile

Where to Compete

Continue to expand addressable market with our differentiated capabilities



Recycling & Waste

- Prioritize investment in verticals with above average growth rates and higher return profiles



Environmental Solutions

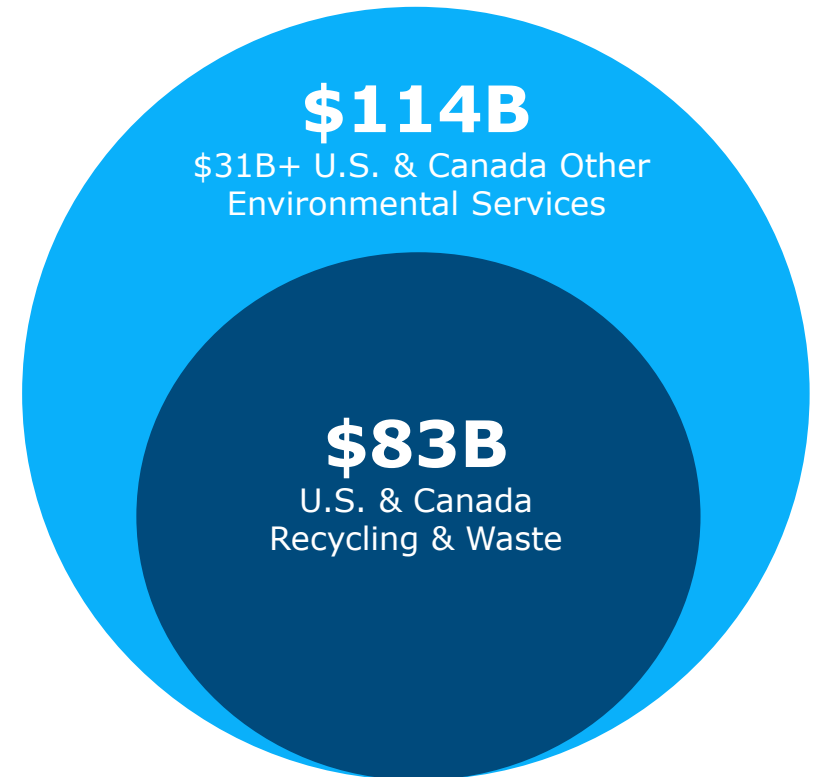
- Higher growth opportunity
- Focused on industrial and manufacturing sectors



Sustainability Innovation

- Higher growth opportunity
- Enhancing circularity and decarbonization

Current Addressable Market



Based on management estimates

Business Foundation



Market Position

Goal to obtain a leading market position in the markets where we operate

Recycling and waste operations are vertically integrated in **90%** of the markets in which we operate

Complete set of products and service offerings



Operating Model

Standardized processes to deliver operational excellence

Matrix organization;
198 Business Units¹ with individual P&Ls

Safety performance **33% better** than industry average



Talent

Attracting and retaining the best talent

High employee engagement score of **86**

Culture of inclusion and diversity; **47% ethnically diverse**

Robust learning and development programs

¹ Includes 166 Recycling & Waste Business Units, 31 Environmental Solutions Business Units, 1 Polymer Center
Data as of 12/31/2023

Strategy

Designed to generate profitable growth by partnering with customers to create a more sustainable world

Differentiating Capabilities



CUSTOMER ZEAL

Drive customer loyalty by offering differentiated products and services specifically designed to meet our customers' needs

Offering a complete set of products and services



DIGITAL

Provide a consistent experience across our business while enabling customers to do business with us the way they prefer

RISE tablets implemented across fleet



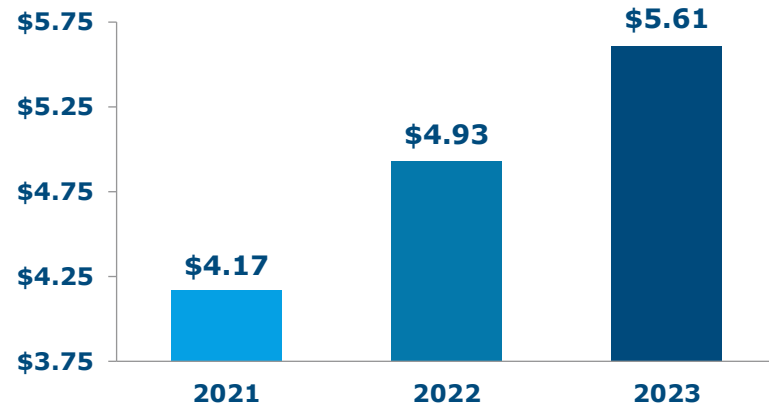
SUSTAINABILITY

Provide customers with sustainable solutions that support a cleaner, safer and healthier world

Ambitious 2030 Sustainability Goals

Financial Performance

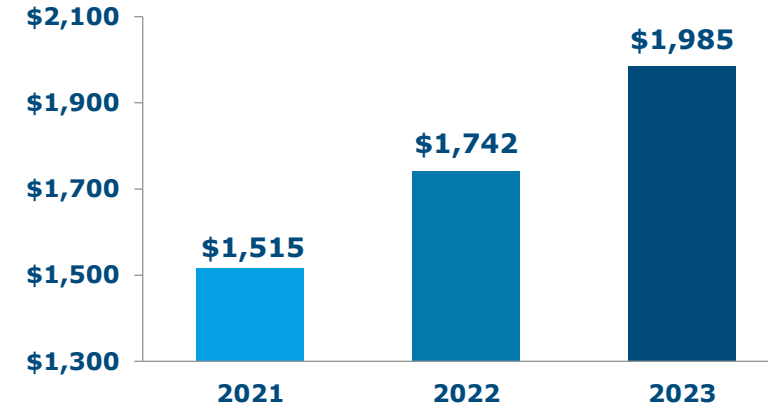
Adjusted EPS¹



3-Yr CAGR
of 16%

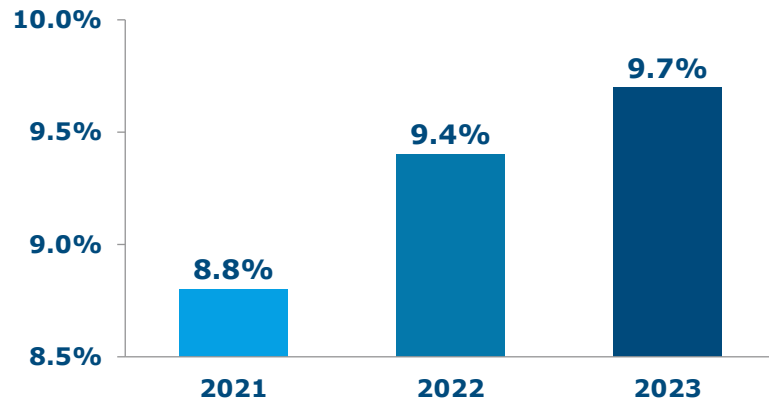
Adjusted Free Cash Flow¹

(\$ in millions)



3-Yr CAGR
of 17%

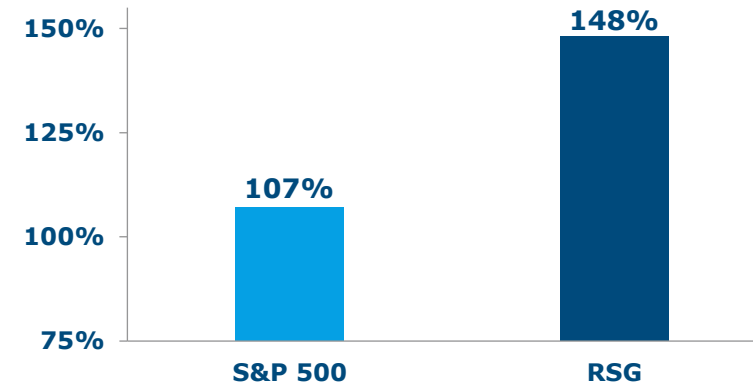
Return on Invested Capital



Consistent
ROIC
growth

5-Year Total Shareholder Return

(period ended December 31, 2023)



Outpaced
S&P 500

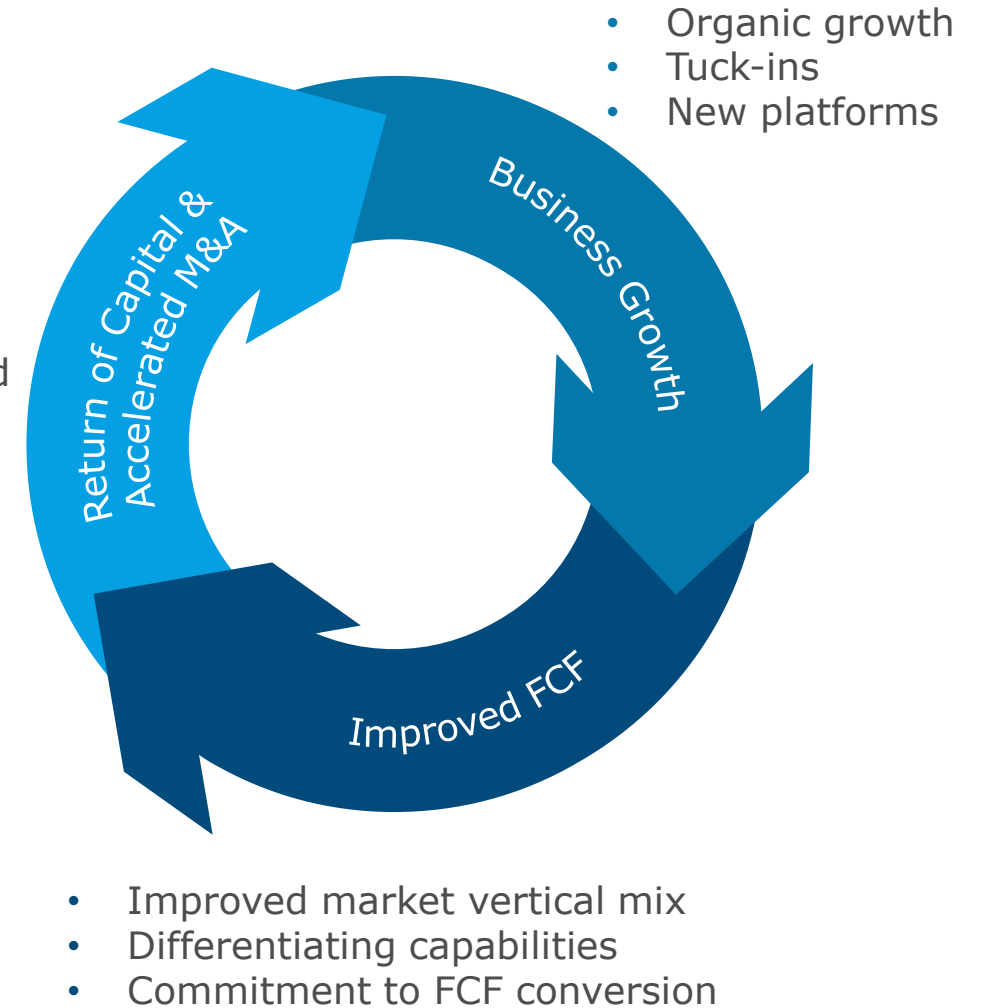
¹ See "Reconciliation of Non-GAAP Measures" in appendix

Capital Allocation

Efficient and balanced approach to cash utilization which drives shareholder value

- **\$5.5 billion invested** in acquisitions over last 3 years
- **Increased annual dividend** for 20 consecutive years
- **\$2.5 billion cash returned** to shareholders over last 3 years

- Continue balanced approach to capital allocation
- Accelerated M&A



Data as of 12/31/2023

Differentiating Capabilities





Customer Zeal

Customer centric culture with short- and long-term initiatives to win with customers and drive loyalty

- Seamless sales and service resolution
- Complete set of product and service offerings
- Setting and exceeding customer expectations
- Empowering employees to deliver with zeal
- Expect to drive significant value by **increasing customer retention and attracting new business**



Customer satisfaction
measured by NPS

94%

Customer retention rate



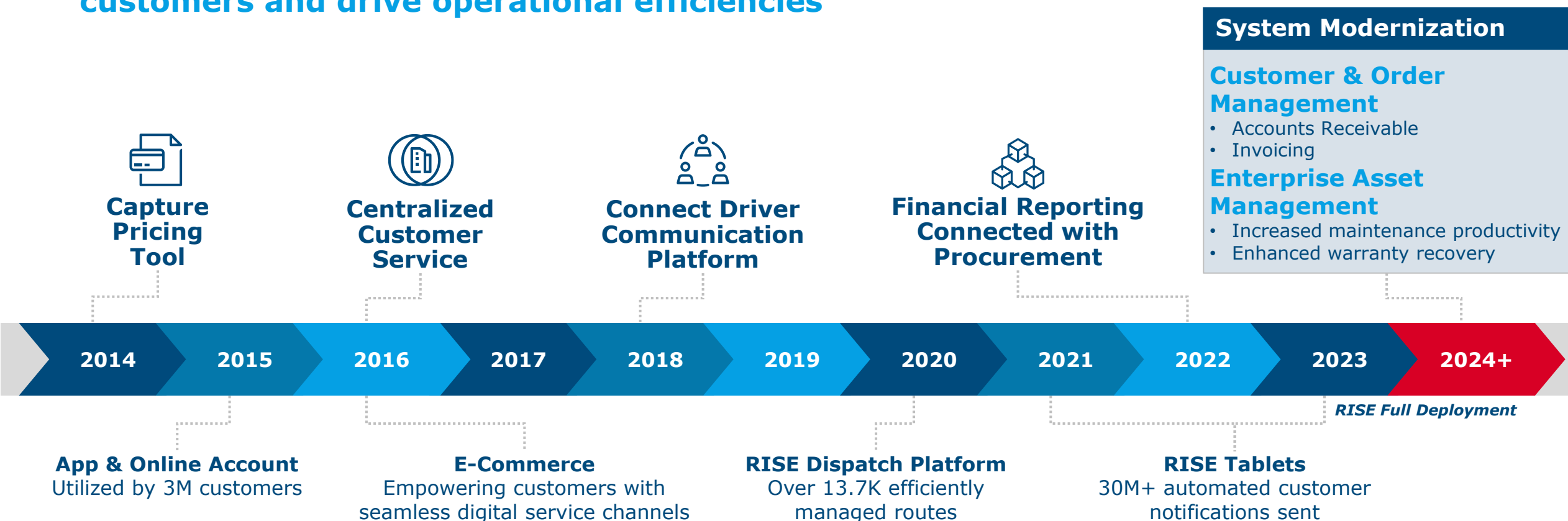
Embedded in GM
compensation plans

Data as of 12/31/2023



Digital

Using technology to differentiate service offerings with customers and drive operational efficiencies



Data as of 12/31/2023



Sustainability

Driving profitable growth by providing customers with environmentally responsible solutions

120M

Tons of material handled annually

20%

Of fleet powered by natural gas and working with multiple partners on EV technology

74

Recycling Centers

76

Landfill gas & renewable energy projects

2B

Pounds of organic waste processed at 20 facilities

Ambitious 2030 sustainability goals aligned with the United Nations' Sustainable Development Goals

Data as of 12/31/2023

2030 Climate Leadership Goals:

35%

Reduce absolute Scope 1 and 2 greenhouse gas emissions 35%
APPROVED BY SBTi

10% Interim reduction target by 2025

40%

Increase recovery of key materials by 40% on a combined basis

50%

Increase biogas sent to beneficial reuse by 50%

2017 Baseline Year



Recycling & Waste

Environmental
Solutions

**Integrated
Growth**

Sustainability
Innovation



Recycling & Waste

Providing customers with sustainable solutions that support a cleaner, safer and healthier world



Provide safe, high-quality service that supports customer sustainability goals



Vertically integrated to compete effectively across the nation



Strong internalization, controlling material stream from collection to recycling and disposal



Prioritize investments in market verticals with above average growth rates



Leadership position in electric technology innovation for collection fleet

Environmental Solutions

Expanding capabilities to provide customers a complete set of products and services



Customers desire a single provider for all environmental services needs



Vertically integrated platform serving North America



Leading market position with strategic infrastructure network



Cross-selling a complete set of products and services



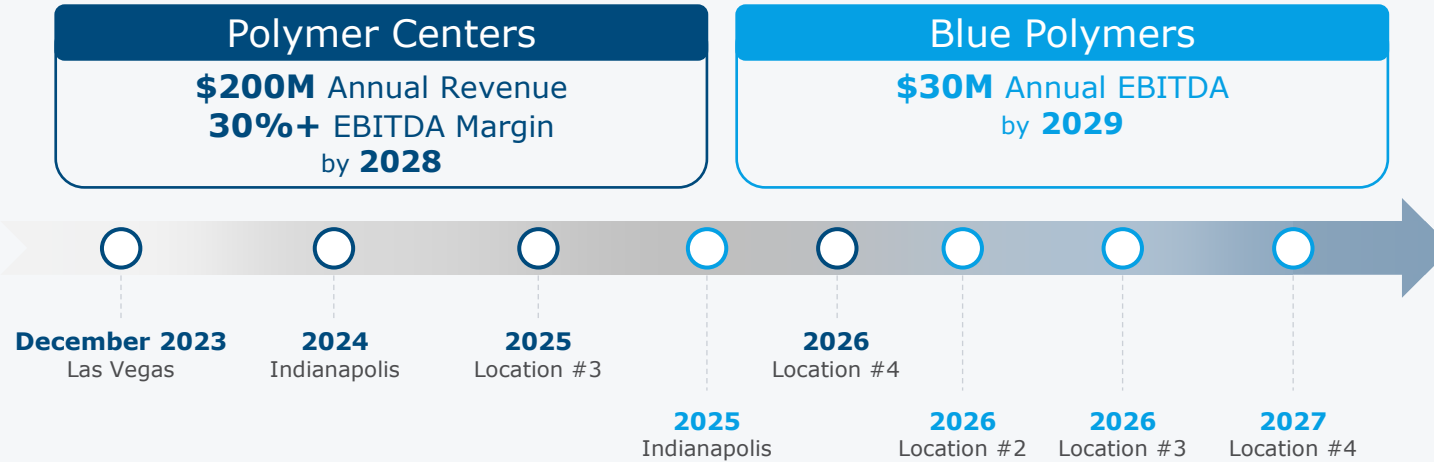
Operating synergy and organic growth drives margin improvement



Sustainability Innovation

Investing in infrastructure at the intersection of environmental and economic sustainability

Circularity



Developing a national network of facilities to increase circularity of consumer plastics.

[Click here to learn more about Our Polymers initiatives.](#)

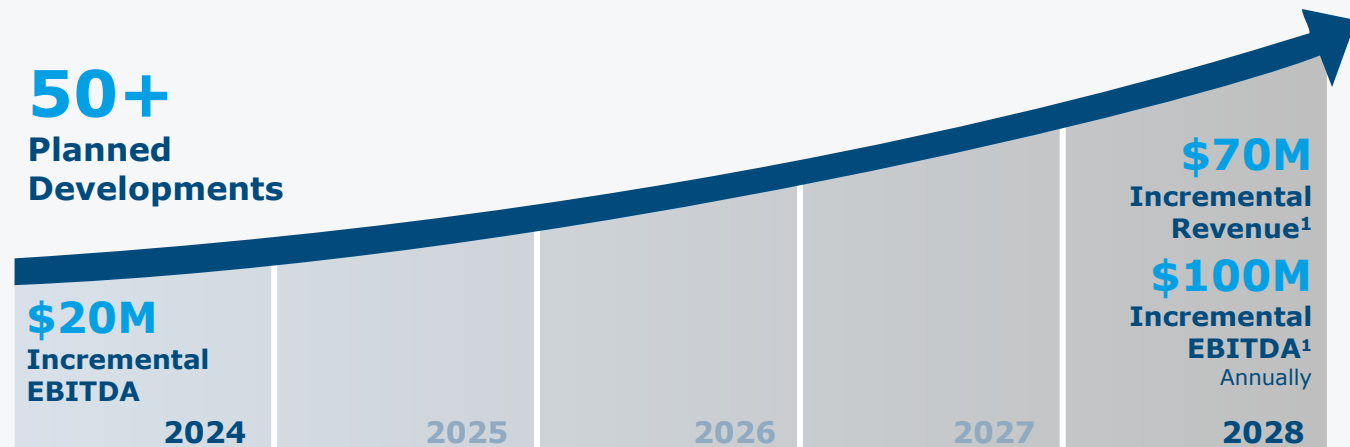
Decarbonization

LANDFILL GAS TO ENERGY



Partnering with experts to convert waste byproducts into renewable energy.

50+
Planned
Developments



All financial values based on management estimates.

¹Full-year 2023 baseline

Revenue by Market Type

Balanced portfolio across market types

Franchise	24%	<ul style="list-style-type: none">- Sole service provider- Long-term contracts- Optimal operating density
Small & Mid-Sized	30%	<ul style="list-style-type: none">- Market leader- Vertical integration- Strong operating density
Large Urban	35%	<ul style="list-style-type: none">- Vertical integration- More competitive
Environmental Solutions	11%	<ul style="list-style-type: none">- Above average growth rate- Cross-selling opportunity

Data as of 12/31/2023

Financial Overview



Financial Guidance

2024 Guidance	
Revenue	\$16.100 - \$16.200 billion
Adjusted EBITDA ¹	\$4.825 - \$4.875 billion
Adjusted Diluted EPS ¹	\$5.94 - \$6.00
Adjusted Free Cash Flow ¹	\$2.100 - \$2.150 billion
Average Yield	5.5% - 6.0% Total Revenue 6.5% - 7.0% Related Revenue
Volume	0.0% - 0.5%
Acquisition Investment	>\$500 million

¹ See "Reconciliation of Non-GAAP Measures" in appendix

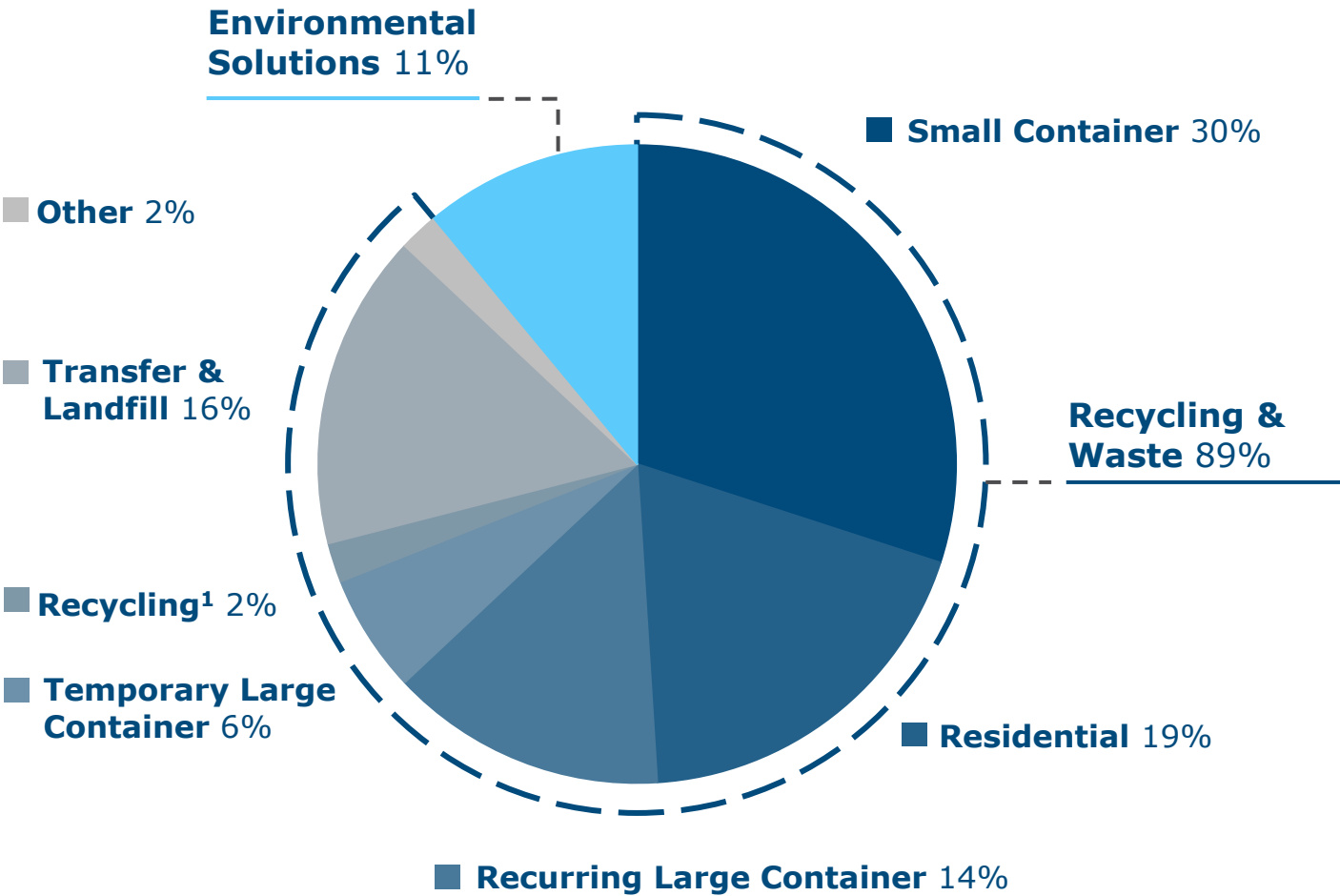
Revenue by Line of Business

80%

Approximately 80% of revenue has an annuity-type profile

70%

Collection business represents ~70% of total revenue



¹ Recycling includes recycling processing and commodity sales
Data as of 12/31/2023

Data as of 12/31/2023

Pricing Trends

OPEN MARKET (55%)

- Secure price increases directly with customer
- Greater pricing power



7.4% Core Price in 2023¹

RESTRICTED PRICING (45%)

Converting CPI based contracts to an alternative index² or a fixed rate of 4% or greater which better reflects our costs

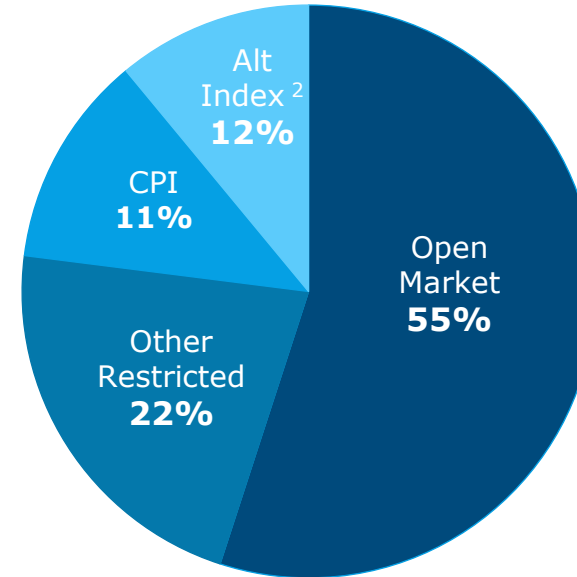


58% Converted

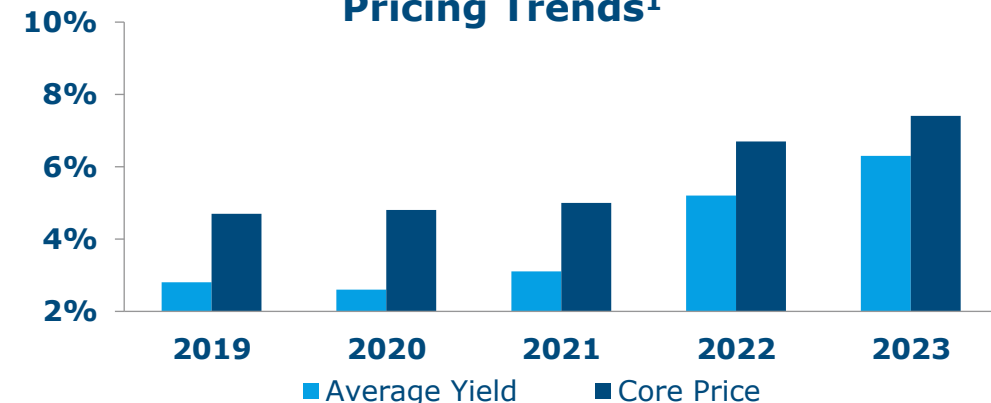
¹Core price & yield on total revenue

²Alternative Index includes Water/Sewer/Trash and Garbage/Trash
Data as of 12/31/2023, Recycling & Waste only

Pricing Mechanism



Pricing Trends¹



Volume Trends



Volume driven by:

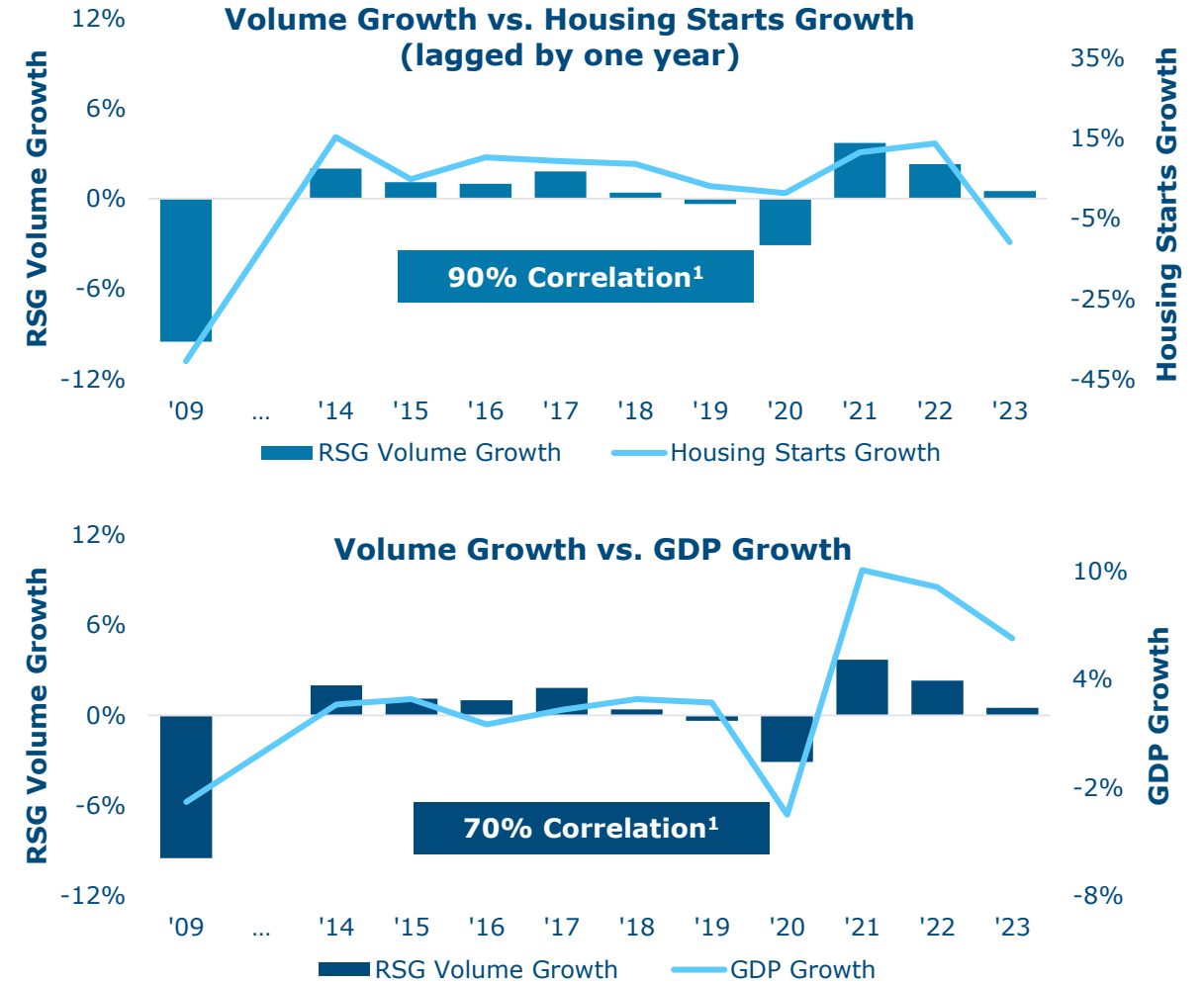
- Population growth
- Household formation
- New business formation



Resilient during a downturn



Highly correlated to housing starts



Recycling & Waste only

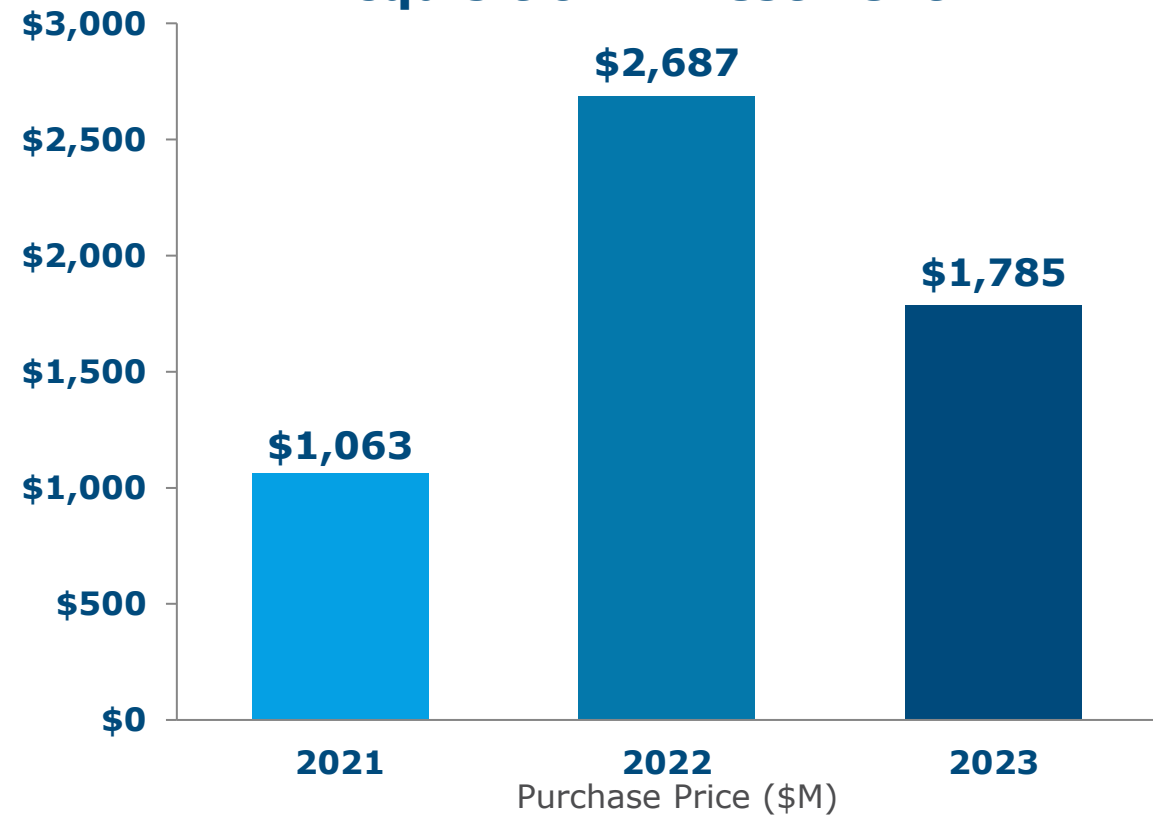
Acquisition Growth

Tuck-in acquisitions experience significant synergy capture within first year

Expand our footprint and capabilities

Dedicated M&A team has built a robust pipeline

Acquisition Investment

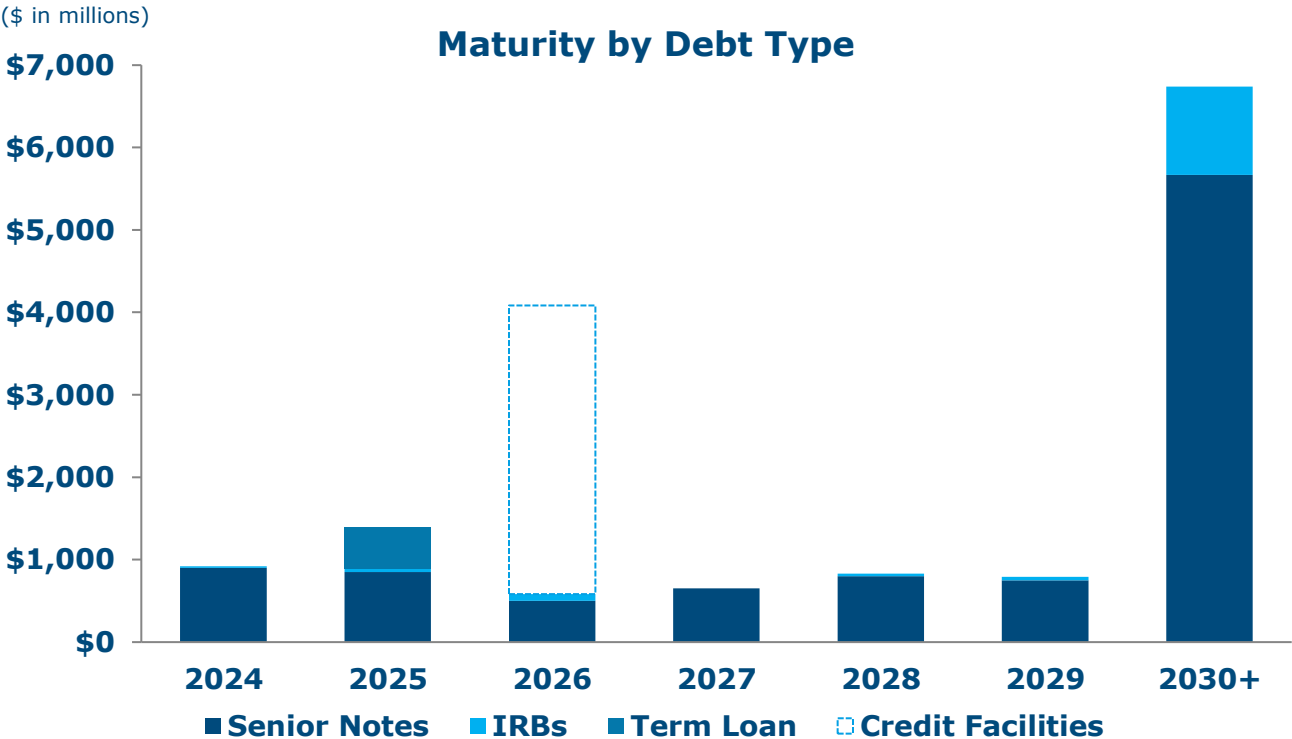


Debt & Liquidity

Investment-grade credit rating

Average cash interest rate of 3.7%

Total liquidity of \$2.7 billion



Data as of 12/31/2023

Credit Facilities include outstanding balances on revolving credit facilities and commercial paper program

Tax Related Expense

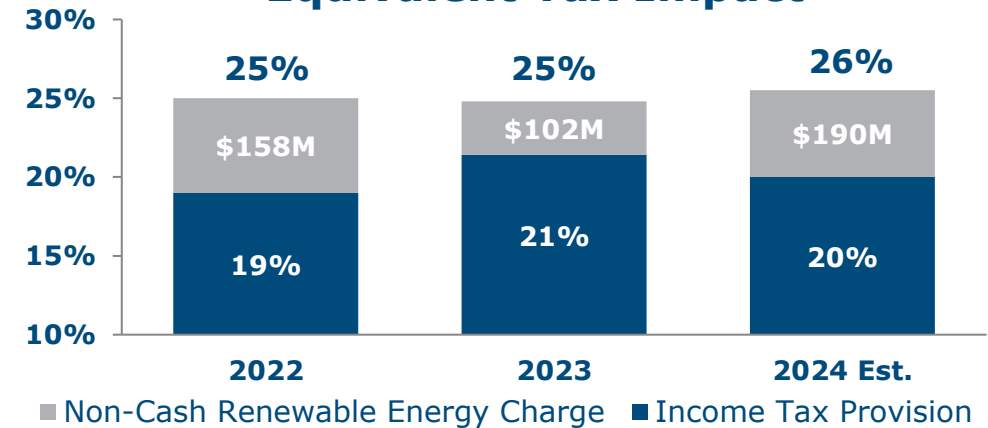
Equivalent Tax Impact

- Includes tax provision and non-cash charges² associated with renewable energy investments
- 2023 non-cash renewable energy charge of \$102M
- Expect long-term equivalent tax impact of 27%

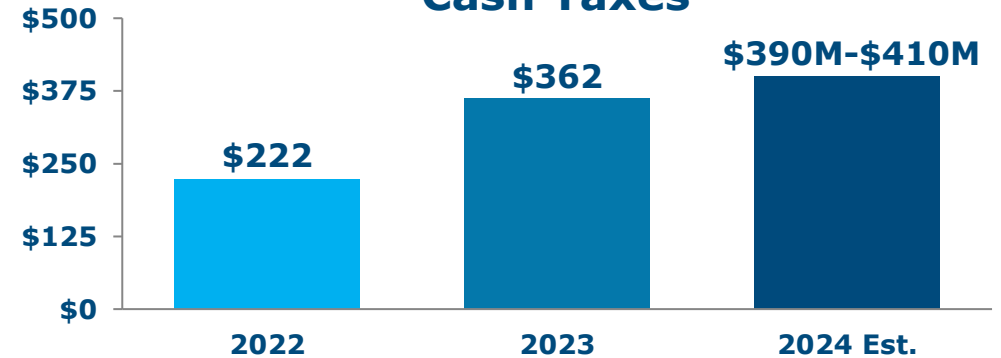
Cash Tax

- Bonus depreciation benefit begins to phase out in 2023

Equivalent Tax Impact¹



Cash Taxes³



¹ Includes both the effective tax rate for income tax provision included in adjusted earnings per 8K filings and the non-cash renewable energy charge

² Charge recorded in "Loss from unconsolidated equity method investment" line on the Income Statement

³ Represents adjusted cash taxes included in adjusted free cash flow per 8K filings



Appendix

EPS

Reconciliation of Non-GAAP Measures	FY 2021	FY 2022	FY 2023
Adjusted Diluted EPS:			
Diluted EPS – as reported	\$4.04	\$4.69	\$5.47
Restructuring charges	0.04	0.06	0.08
Loss (gain) on business divestitures and impairment, net	0.02	(0.01)	(0.03)
Withdrawal costs – multiemployer pension	0.00	0.00	0.01
US Ecology acquisition integration and deal costs	0.00	0.19	0.08
Accelerated vesting of comp expense for CEO transition	0.07	0.00	0.00
Adjusted Diluted EPS	\$4.17	\$4.93	\$5.61

Free Cash Flow

Reconciliation of Non-GAAP Measures	FY 2021	FY 2022	FY 2023
Adjusted Free Cash Flow: (\$ in millions)			
Cash provided by operating activities	\$2,786.7	\$3,190.0	\$3,617.8
Property and equipment received	(1,303.6)	(1,552.5)	(1,717.5)
Proceeds from sales of property and equipment	19.5	32.8	29.2
MEPP withdrawal liability payments, net of tax	0.0	2.2	0.3
Restructuring payments, net of tax	12.7	14.6	29.1
Divestiture related tax (benefits) payments	(0.1)	2.5	0.9
Cash tax benefit for debt extinguishment and other related costs	0.0	0.0	(0.1)
US Ecology acquisition integration and deal costs, net of tax	0.0	52.8	25.4
Adjusted Free Cash Flow	\$1,515.2	\$1,742.4	\$1,985.1

2024 Guidance

Reconciliation of Non-GAAP Measures		FY 2024
Adjusted EBITDA: (\$ in millions)		
Net income attributable to Republic Services, Inc.		\$1,825 - \$1,865
Provision for income taxes		455 – 465
Interest expense, net		545
Depreciation, amortization, depletion and accretion		1,775
Loss from unconsolidated equity method investments		190
Restructuring charges		35
Adjusted EBITDA		\$4,825 - \$4,875

2024 Guidance

Reconciliation of Non-GAAP Measures	FY 2024
Adjusted Diluted Earnings Per Share:	
Diluted earnings per share	\$5.86 - \$5.92
Restructuring charges	0.08
Adjusted Diluted Earnings Per Share	\$5.94 - \$6.00
Adjusted Free Cash Flow: (\$ in millions)	
Cash provided by operating activities	\$3,835 - \$3,925
Property and equipment received	(1,780 - 1,820)
Proceeds from the sale of property and equipment	20
Restructuring payments, net of tax	25
Adjusted Free Cash Flow	\$2,100 - \$2,150

National Footprint

364

Collection
Operations

246

Transfer Stations

207

Active Landfills

74

Recycling Centers

22

Treatment, Storage
and Disposal
Facilities

13M

Customers

6

Deep Injection
Wells

76

Landfill Gas and
Renewable Energy
Projects

41K

Employees

5M

Average Daily
Pickups

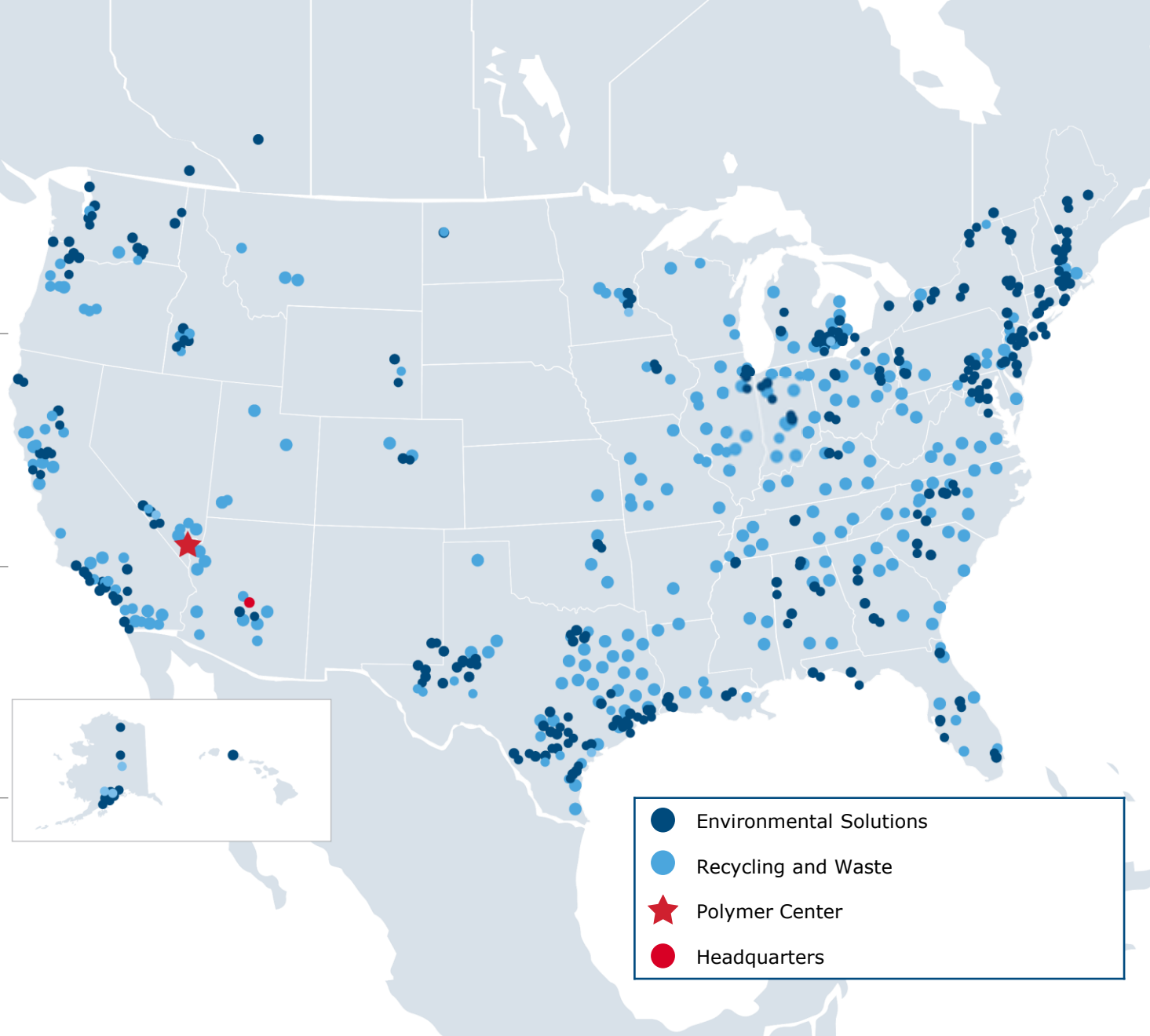
5M

Tons of Material
Processed in
Recycling Centers
Annually

17K

Trucks in
Our Fleet

Data as of 12/31/2023



2030 Sustainability Goals

Safety Amplified



0
Employee Fatalities

<2.0
Reduce our OSHA Total Recordable Incident Rate (TRIR) to **2.0 or less** by 2030

Engaged Workforce



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

Charitable Giving



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

Climate Goals:

35%

Reduce absolute Scope 1 and 2 greenhouse gas emissions 35%
APPROVED BY SBTi

10% Interim reduction target by 2025

40%

Increase recovery of key materials by 40% on a combined basis

50%

Increase biogas sent to beneficial reuse by 50%

2017 Baseline Year

Industry Leading Performance



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



Sustainability Yearbook
Member 2023
S&P Global

