

SUMMARY ANNUAL REPORT FOR REPUBLIC SERVICES, INC. EMPLOYEE BENEFIT PLAN

This is a summary of the annual report of the Republic Services, Inc. Employee Benefit Plan (Employer Identification Number 65-0716904, Plan Number 501) for the plan year 01/01/2023 through 12/31/2023. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Republic Services, Inc. has committed itself to pay certain claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Blue Cross and Blue Shield of Alabama, Kaiser Foundation Health Plan, Inc., Kaiser Foundation Health Plan of Washington, Hartford Life and Accident, Kaiser Foundation Health Plan of the Northwest, Metropolitan General Insurance Company, Cigna Health and Life Insurance Company and Affiliates, UnitedHealthcare Insurance Company, SIMNSA, and University Health Alliance to pay certain health, prescription drug, PPO contract, air medical services, HMO contract, business travel accident, life insurance, long-term disability, wage determination statutory, accidental death and dismemberment, legal, dental, indemnity contract, prepaid dental, vision, paid family leave, and prepaid medical claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2023 were \$49,065,115.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending 12/31/2023, the premiums paid under such "experience-rated" contracts were \$5,871,638 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$5,345,124.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the plan administrator, at 18500 North Allied Way, Phoenix, AZ 85054 and phone number, 480-627-2700.

You also have the legally protected right to examine the annual report at the main office of the plan: 18500 North Allied Way, Phoenix, AZ 85054, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.