

## ESPP – Employee Stock Purchase Plan FAQ

Our ESPP Program provides eligible employees the opportunity to acquire a stock ownership interest in Republic Services, Inc. (RSI) through convenient payroll contributions at a 5% discount.

### When am I able to participate in the ESPP?

You are eligible to participate in the ESPP if you have been an employee of RSI for at least 90 days. Once you are eligible to participate in the ESPP you may enroll in the ESPP with respect to any open offering period, beginning on or after the date you first become eligible to participate in the ESPP Program.

### How do I enroll?

Once you are eligible you can enroll on the Fidelity website at NetBenefits.com <https://nb.fidelity.com/public/nb/default/home> or by calling Fidelity at 1-800-544-9354 (US) or outside of US visit <https://fidelity.com/globalcall> for phone numbers and dialing instructions.

### How much of my pay can I contribute?

During the offer period you may authorize payroll contributions made on each pay day, you cannot exceed more than **15%** of your compensation. Compensation includes wages, salary, bonus and over time earnings.

### When will my contributions begin?

Payroll contributions will begin on the first day of the offering period and accumulate during the quarter. At the end of each quarter, they are transmitted to ML to make the purchase. Any contributions in excess of the purchase amount will be refunded on the payroll following the purchase. Offering periods & Enrollment windows for 2025:

**Offering** 01/01/2025 to 03/31/2025 - **Enrollment** 10/01/2024 to 11/30/2024

**Offering** 04/01/2025 to 06/30/2025 - **Enrollment** 01/01/2025 to 03/15/2025

**Offering** 07/01/2025 to 09/30/2025 - **Enrollment** 04/01/2025 to 06/15/2025

**Offering** 10/01/2025 to 12/31/2025 - **Enrollment** 07/01/2025 to 09/15/2025

**Offering** 01/01/2026 to 03/31/2026 - **Enrollment** 10/01/2025 to 12/15/2025

### Can I change or cancel my contributions?

Yes, you may increase or decrease your payroll contributions at any time during the offering period via Fidelity. If you withdraw from the offering, your accumulated payroll contributions will be used for the quarterly purchase and any contributions in excess of the purchase amount will be refunded on the payroll following the purchase.

### What happens if I leave Republic Services, Inc.?

If you leave RSI, your accumulated payroll contributions will be used for the quarterly purchase on the next exercise date immediately following your departure from RSI. Any contributions in excess of the purchase amount will be refunded on the payroll following the purchase.