

**SUMMARY ANNUAL REPORT FOR
ROLLINS, INC. HEALTH AND WELFARE BENEFITS PLAN**

This is a summary of the annual report of the ROLLINS, INC. HEALTH AND WELFARE BENEFITS PLAN, a health, life insurance, dental, vision, temporary disability, prepaid legal, long-term disability and death benefits plan (Employer Identification Number 51-0068479, Plan Number 501), for the plan year 01/01/2024 through 12/31/2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has insurance contracts with CIGNA HEALTH AND LIFE INSURANCE COMPANY AND AFFILIATES, HAWAII MEDICAL SERVICE ASSOCIATION, METLIFE LEGAL PLANS, FEDERAL INSURANCE COMPANY, RELIASTAR LIFE INSURANCE COMPANY, EYEMED VISION CARE, KAISER FOUNDATION HEALTH PLAN OF WASHINGTON, KAISER FOUNDATION HEALTH PLAN OF GEORGIA, INC., KAISER FOUNDATION HEALTH PLAN OF THE MID-ATLANTIC STATES, INC., KAISER FOUNDATION HEALTH PLAN OF COLORADO, SHELTERPOINT LIFE INSURANCE COMPANY, KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST, KAISER FOUNDATION HEALTH PLAN, INC., UNUM INSURANCE COMPANY, CORPCARE ASSOCIATES, INC and CIGNA DENTAL HEALTH OF CALIFORNIA, INC. to pay certain Dental, Indemnity Contract, Health, Legal, Accidental Death & Dismemberment, Life Insurance, Temporary Disability, Long-Term Disability, Vision, Group Disability Plan With PFL, GRP Accident, Hospital EE Paid, Employee Assistance Program And Age Critical Illness claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2024 were \$29,961,527.

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. Financial information and information on payments to service providers.
2. 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 ROLLINS, INC. & SUBSIDIARIES, the plan administrator, at 2170 PIEDMONT RD NE, ATLANTA, GA 30324-4135 and phone number, 404-888-2000. The charge to cover copying costs will be \$0.25 per page.

You also have the legally protected right to examine the annual report at the main office of the plan: 2170 PIEDMONT RD NE, ATLANTA, GA 30324-4135, 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.