



Rollins, Inc. Employee Stock Purchase Plan (ESPP)

ESPP Highlights - Frequently Asked Questions (FAQs)

Q1: What is an ESPP?

A1: An ESPP is an Employee Stock Purchase Plan. This plan allows you as an employee of Rollins, Inc. to purchase Rollins common stock (ticker symbol: ROL) at a discount. This is a valuable benefit that provides you the opportunity to invest and share in Rollins, Inc. success.

The ESPP is a qualified stock purchase plan that allows employees to purchase Rollins common stock through payroll deductions at a discount of at least 10%. The ESPP also provides certain tax advantages to participants.

Q2: Who can participate in the ESPP?

A2: You are eligible to participate if:

- you are an employee paid on the United States (U.S.) payroll of any Rollins, Inc. U.S. company or brand; and
- you are an active employee at least 10 business days prior to the beginning of an enrollment period; and
- you are not a 5% or more owner of Rollins, Inc. common stock.

For the January 1, 2025, offering period you must be employed by Rollins, Inc. on or before November 13, 2024. Any U.S. paid employee hired or re-hired after this date will be eligible to enroll in the next offering period.

Q3: What is an enrollment period?

A3: An enrollment period is the period of time you are allowed to enroll in the plan. The next enrollment period will be November 27, 2024, through December 12, 2024. We will communicate before each enrollment period to ensure you are aware of every opportunity to enroll or make changes.

Q4: What is an offering period or purchase period?

A4: The offering and purchase periods are the same six-month period in our ESPP. This is the period during which we will automatically deduct your elected contribution amount through payroll deduction. These contributions accumulate between the first day of the offering period and the purchase date. The next offering period will be January 1, 2025, through June 30, 2025.

Q5: What is the purchase date?

A5: The purchase date of the offering period is the last day of each offering period, or if this date is not a stock market trading day, the purchase date will be the last such trading day in the offering period. The purchase date is the date Rollins uses your offering period accumulated contributions to purchase company shares on your behalf. The purchase dates for the current offering period and the next offering period will be Tuesday, December 31, 2024, and Monday, June 30, 2025.



Q6: What is the minimum and maximum dollar amount of pay I can contribute?

A6: You can elect to contribute between \$5 and \$2,000 per paycheck. Contribution amounts must be in whole dollars.

Q7: What is the maximum dollar amount I can contribute or maximum number of shares I can purchase?

A7: The maximum dollar limit of Rollins, Inc. common stock you can purchase in any calendar year is \$22,500 (\$25,000 x 90%). This maximum is imposed by the IRS and is based on the market price on the first day of the offering period in which the shares are purchased. The maximum number of shares you can purchase in each offering period is 10,000 shares.

Q8: How are my contributions to purchase Rollins, Inc. common stock made?

A8: When you enroll, you will elect the dollar amount (in whole dollars) you wish to contribute from each paycheck. Based upon your election, payroll will withhold the requested dollar amount as an after-tax deduction each paycheck. In the event pay is insufficient to cover all deductions, health and welfare deductions and wage assignments will be taken before ESPP is deducted. At the end of the offering period (every 6 months) stock will be purchased based on the funds collected.

During a six-month offering period you will track contributions (deductions) made on your pay stub only. For every pay date you are provided the current period deductions and an accumulated amount on the pay stub. At the end of the six-month period, your six-month accumulated amount will be used to purchase shares. The shares will be deposited into your E*Trade account.

Q9: When will my deduction start?

A9: Payroll deductions will begin on the first pay date on or after the beginning of the offering period.

Q10: Can I make a cash contribution to the ESPP in addition to my payroll deduction?

A10: No, contributions can only be made through after-tax deductions from your paycheck.

Q11: Can I change or stop my contribution rate once the offering period starts:

A11: You can change or stop your contribution rate once the offering period starts only as follows:

- you are not allowed to increase your contribution amount during the offering period;
- you may decrease or stop your contribution one (1) time during the offering period. If you choose to decrease or stop your contribution, you must do so at least 14 days before the purchase date.

If you stop contributing during the offering period:



- you will not be able to participate again during the offering period and contributions will be stopped; and
- your contributions collected to date will be refunded as soon as administratively possible; and
- you will need to re-enroll during a future enrollment period to participate in the plan again.

Q12: If I decide not to participate now, will I have another opportunity?

A12: If you decide not to enroll in the ESPP now, you may enroll during any future enrollment period. The next enrollment period will be November 27, 2024, through December 12, 2024, for the January 1, 2025, through June 30, 2025, offering period. We will communicate before each enrollment period to ensure you are aware of every opportunity to enroll or make changes.

Q13: How is the stock purchase price determined?

A13: The price of Rollins, Inc. common stock (ticker: ROL) purchased through the ESPP is a 10% discount on the lower of the fair market value (FMV) on the first trading day of the offering period or the FMV on the last trading day of the offering period. For example:

FMV per Share on First Day of Offering Period: \$42.00

FMV per Share on Purchase Date: \$44.00

Lower FMV: \$42.00

10% Discount: \$4.20

Your Discounted Purchase Price per Share: \$37.80

Q14: What happens on the purchase date, and will fractional shares be purchased?

A14: Contributions accumulated during the offering period will be used to purchase the largest number of whole shares possible at the discounted purchase price on the purchase date. Fractional shares will not be purchased. Since only whole shares will be purchased, any amount remaining in your account will be carried over and used toward the purchase of shares in the next offering period.

Q15: Do my accumulated contributions during an offering period earn interest?

A15: Contributions do not earn interest.

Q16: How will I know how many shares were purchased and when will the shares be delivered to my account?

A16: You will be able to see the shares once they are deposited into your ESPP stock account with E*Trade. Share deposits are estimated to occur 2-3 weeks after the purchase date. The next purchase date will be December 31, 2024.

Q17: Is there a holding period before I can sell my shares?

A17: There is a holding period before you can sell your shares. You are required to hold your shares for one year (12 months) from the purchase date before you sell your shares.



Q18: What happens if I terminate employment?

A18: If you terminate employment with Rollins for any reason on or before a purchase date, contributions will stop and any contributions accumulated during the offering period will be refunded in cash as soon as administratively possible after your termination. If you have carry-forward from a prior period, that will also be refunded. All refunds are processed through payroll and deposited to your bank account on record in payroll.

If you are re-hired at any time, including during the same offering period in which you terminated, you will have an opportunity to re-enroll in a future offering period. You will not be automatically re-enrolled into the ESPP regardless of how much time has elapsed between your termination date and re-hire date.

Q19: What happens if I transfer my employment to another Rollins, Inc. company or brand?

A19: Any U.S. paid employee directly transferring between one Rollins, Inc. company or brand to another U.S. paid position at another Rollins, Inc. company or brand will maintain his or her elected ESPP payroll deduction.

Q20: What are the tax consequences of participating in the ESPP?

A20: The following is a brief summary of the U.S. federal tax consequences of participation in the ESPP:

Purchases: Even though shares are purchased at a discount, Rollins will not report ordinary income at the time you purchase shares.

Disqualifying Disposition: If you sell your shares within two years of the first day of the offering period in which you purchased the shares (a “disqualifying disposition”), you will have ordinary income equal to the difference between the fair market value of the shares on the purchase date and the purchase price. Any additional gain or loss will be short-term capital gain or loss, depending on whether you owned the shares for more than one year.

Qualifying Disposition: If you sell your shares more than two years after the first day of the offering period in which you purchased the shares (a “qualifying disposition”), you will have ordinary income equal to the lesser of (i) an amount equal to 10% of the fair market value of the shares on the first day of the offering period, or (ii) the amount by which your sales price exceeded the purchase price. If you sell the shares for less than your purchase price, you will have no income but instead will have a long-term capital loss equal to the difference between your purchase price and the sale price of the shares.

Q21: Who is the service provider of our ESPP?

A21: E*Trade through Morgan Stanley at Work manages the administration of our ESPP. All ESPP enrollment, contribution dollar amount adjustments and withdrawal elections are made on-line within E*Trade.



Q22: How do I enroll in the ESPP?

A22: Employees enroll on-line through the E*Trade portal. Instructions: go to rollinsbenefits.com for link to Enrollment Guide.

Q23: If I am currently participating in the ESPP, do I need to do anything?

A23: All current contribution elections will be carried over to the new Offering Period. No action is necessary if you wish to keep the same election.

Q24: Where can I review the Rollins Employee Stock Purchase Plan documents?

A24: You can review the Rollins ESPP documents, including the prospectus for the plan, on rollinsbenefits.com and navigate to the ESPP. You may also request a paper copy of any documents.

Q25: If I have questions, how do I get them answered?

A25: If you still have questions about the ESPP after you have reviewed the information, you may email rollinsbenefits@rollins.com.

If you need E*Trade website assistance, you may contact E*Trade at 800-838-0908.

This ESPP Highlights – Frequently Asked Questions document summarizes certain ESPP legal document provisions that govern how the Rollins, Inc. 2024 Employee Stock Purchase Plan is administered. It is not the legal plan document or the prospectus for the ESPP. If there should be any conflict between the legal plan document and these highlights, the legal plan document will prevail. Rollins, Inc. does not give investment or tax advice. Participation in the ESPP is voluntary, and you should read the prospectus and consult with your tax or financial advisor before deciding to participate. There are risks associated with investing in shares of Rollins stock. The value of shares you purchase could go up or down. The value may also be influenced by changes in the stock market. Additional risks and uncertainties not presently known to us, or that we currently believe to be immaterial, may also adversely affect our business and, accordingly, the price of our shares. In addition, past financial performance of the Company may not be a reliable indicator of future performance. Historical trends should not be used to anticipate results or trend in future periods.