




ROLLINS

®
A WINNING TRADITION



**“Everyone deserves a safe place
to live, work, and play”**

2020 Sustainability Report

Sustainability Mission

As Rollins moves forward into the 21st Century, sustainability, stewardship, and shareholder engagement are at the core of our business. We constantly strive to uphold our values in sustainability, while making innovations to improve our service programs through new technologies and processes. As a company, our family of brands remains committed to providing our customer, employees, and shareholders with long-term sustainability, while remaining transparent in our efforts of doing so.

At Rollins, we are committed to sustaining:



our people & communities



our environment



and our business

Message from our President:

“We are excited with the progress we have made this past year. To make sustainability a core part of how we run our business, we’ve taken steps to fully engage our field operations in our initiatives to help us achieve the goals we set forth for the future. Managing our business responsibly is critical to our mission of being the World’s Best Service Company.”



Jerry Gahlhoff Jr.
President and Chief Operating Officer

COVID-19 Response

Rollins' Commitment to Protecting Public Health

At Rollins, we have an unwavering commitment to keeping our employees and customers safe. We responded quickly to the impact of COVID-19 on our businesses, employees, and customers. New stringent safety protocols were promptly created and even today remain a priority, while we continue to have employee health risk from the virus. As a result of working safely through the pandemic, we've also benefited from the trust we have built with our customers. Rollins has purchased and provided our technicians and other employees that interact with customers with disposable personal protective equipment (PPE), including masks, gloves, shoe covers, and protective outerwear. This is an ongoing investment that we believe we will continue to make in order to keep our employees and customers safe.

The highest priority during this difficult time is and always will be the safety and security of our team, especially on the front-line. To help ensure this, we have provided a companywide increase to our paid time-off program for all full and part-time employees. All employees are eligible for paid time off (PTO) for emergency leave during this coronavirus pandemic if they should need it. Our people can use this time for their own personal care or for a member of their immediate family who has tested positive or has been quarantined for suspected case of the virus. We believe these measures will provide our team with the help and support they need while protecting their health and the safety of those around them.

Strategic Business Decisions

Rollins took many proactive and defensive actions to conquer the challenges related to COVID-19. We suspended merit increases for corporate staff, along with executive and management salary reductions, all of which have been restored by Q4 2020.

We also reduced discretionary spending, cancelled all non-essential capital expenditures, travel, meetings, training, contractor and temporary services. We temporarily furloughed a number of employees in both field operations and our home offices. No employees remain on furlough. During that time, we provided all furloughed employees with full benefits.

Another strategic decision based upon addressing covid-19, we created a new service offering within 28 days, see page 21 for more information on our disinfectant services.

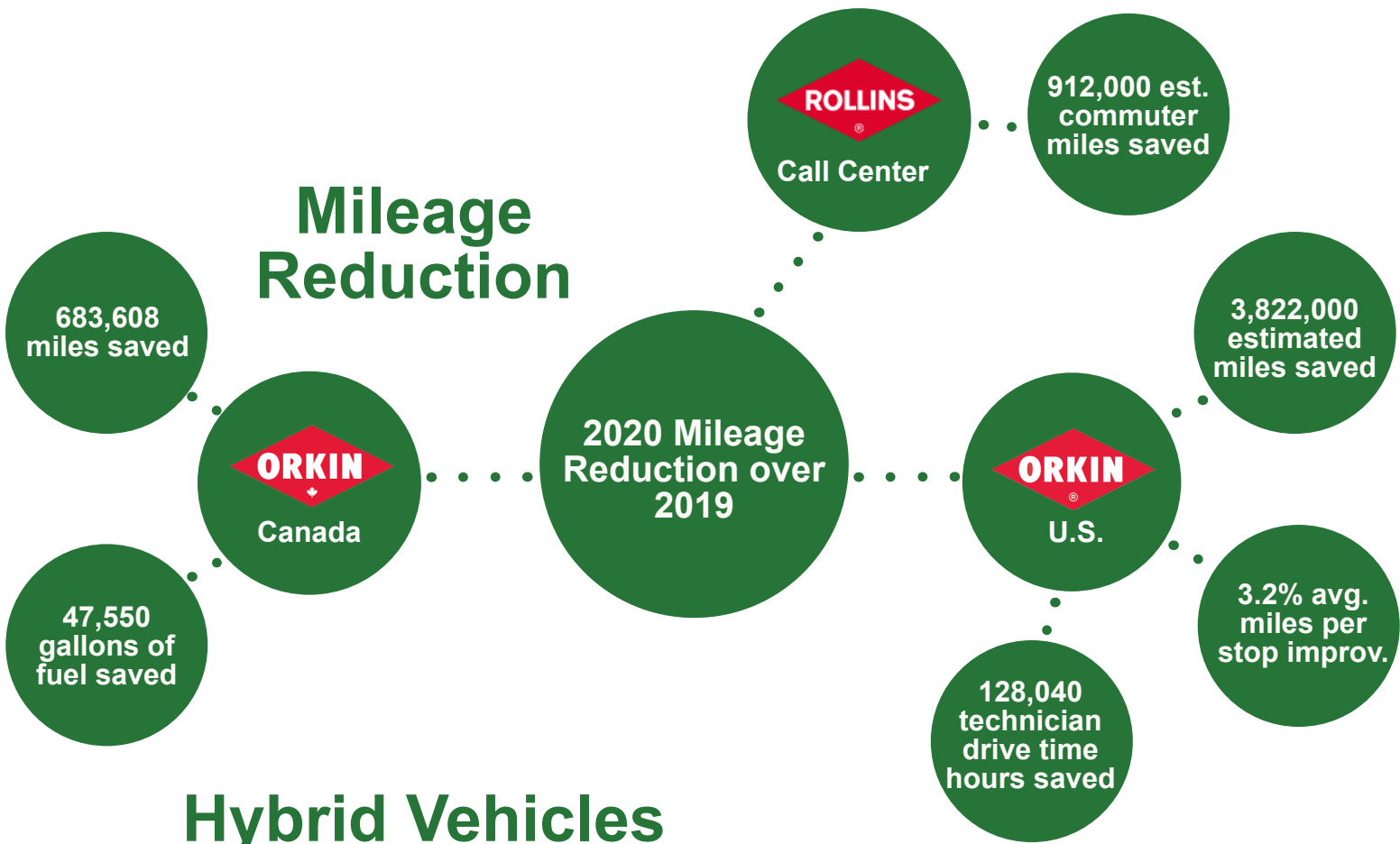
We are committed to the health and safety of our employees and trade customers. During fiscal 2020, as a result of the COVID-19 pandemic, Rollins quickly implemented our pre-established business continuity plans. When state and local shelter-in-place restrictions were put in place, we experienced a smooth transition to a work-from-home environment for administrative staff and we limited traffic in and out of our branch locations. Employees receive regular emails with updated CDC guidelines, contact information for our Employee Assistance Program, and good news stories from various departments or branches to boost morale. Through allowing our office employees to work from home, we have found benefits like our call center hitting top ten historic highs in sales days.



Sustainability Spotlight: **Our Environment**

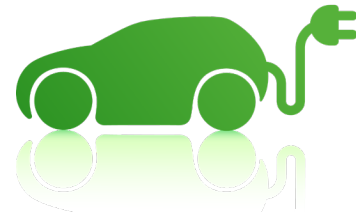
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Carbon Emission Reduction



Hybrid Vehicles

- ★ Increased the number of hybrid vehicles in our fleet by 245% with a goal of 200% in 2020
- ★ Exploring the expansion of adding hybrid and electric vehicles to our fleets across the globe

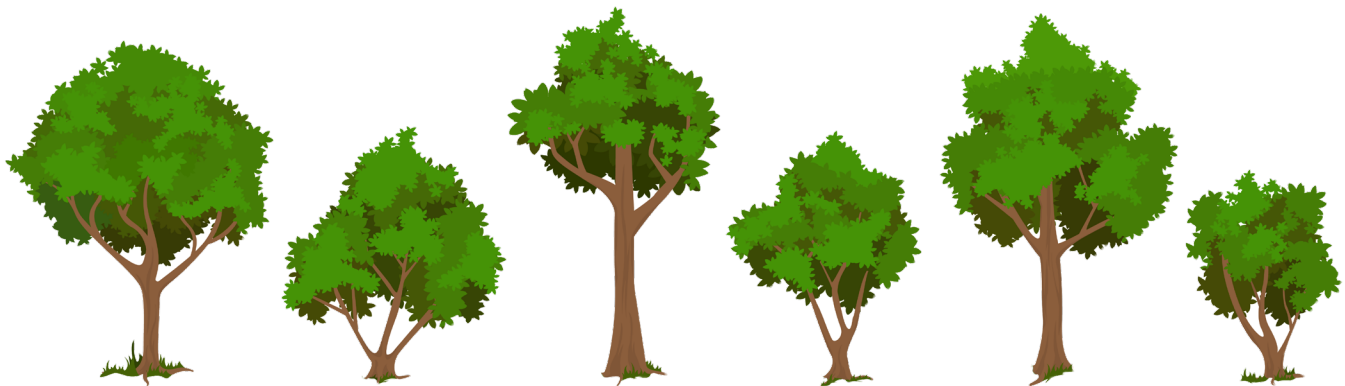


Footsmen

In the U.K., our Safeguard and Albany Environmental brands employ teams of technicians who operate on foot within central London, yielding a minimal carbon footprint. The Footsmen program is also being utilized by our Orkin and Western brands in Manhattan, New York. The image to the left shows our Safeguard team members.

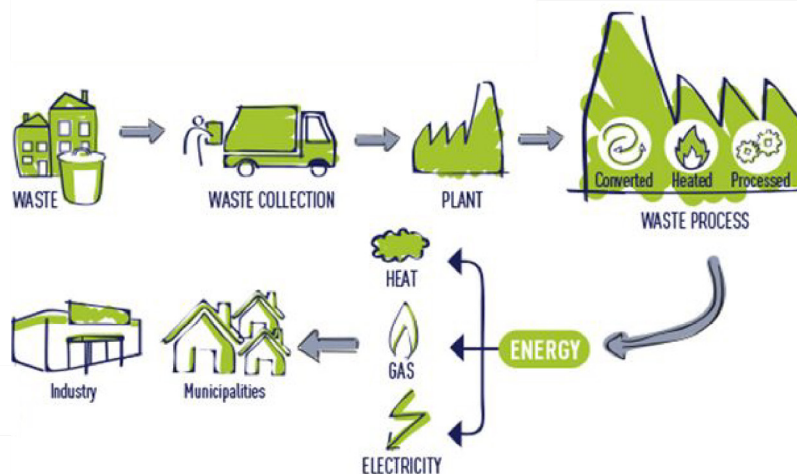
Paper/Tree Savings

- Due to technological advancements in our field operations we have already saved 11,500 trees since 2015, with an additional 2,700 trees annually.
- Through reduced paper usage compared Rollins saved over 1,200 trees in 2020 over 2019.
- Orkin Canada saved an additional 350 trees through recycling, waste reduction practices, and diverting waste from landfill practice established at the Orkin Canada's home office.
- Rollins has been looking everywhere for possible savings with another area of recent improvement was to send one-page notices to our shareholders to reduce paper usage.



Energy from Waste

- The Orkin Canada home office has partnered with an innovative company that diverts waste from landfill and uses the material to create electricity and steam through a thermal energy recovery process, powering the local community.
- In October 2020, the Orkin Canada home office began using a new garbage disposal process that is able to lower the environmental impact of waste by providing zero landfill solutions while generating power through waste-energy technologies.
- Since launching the initiative, 100% of the waste from the home office has been diverted from landfill since starting the Energy From Waste (EFW) program, with plans to expand the program to branches in other major cities as well.



Green Services



- Mindful of the environment: We have more GreenPro-certified technicians trained in integrated pest management (IPM) and green practices than any other pest control or extermination company.
- Clark S.M.A.R.T.™, or Sustainable Methods and Responsible Treatments: Savvy green solutions for all your pest control and lawn care needs.



- GreenPro certified pest management program committed to providing customers with reduced risk, comprehensive and effective pest control services.
- Achieved by focusing on integrated pest management strategies such as habitat modification, exclusion, removal of food and water sources, sanitation, and making repairs.

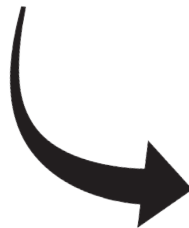


- NorPest Green is a quarterly pest control program performed only by the highest-trained professionals, using high-quality, non-toxic products derived from botanicals. Technicians customize a plan based on the customers needs, to keep their homes healthy and families and pets protected.
- Green Mosquito Control, Our licensed technicians use products derived from flowers and bacteria and apply them only to areas needed, reducing adult mosquito populations as well as mosquito larvae.

Urban Bee-keeping

Bee colonies can easily cohabitate with humans, and even flourish in urban areas, as long as they have an abundance of water, floral resources, and a temperate climate. Over the last few years, Orkin Canada has partnered with Aveole, the Urban Beekeepers, to host its very own beehive on the roof of the Burnaby office in British Columbia. In 2020, we introduced another hive at our Kennedy Road Training Centre in Mississauga, Ontario. These experiences have not only provided a positive impact on our local pollinator populations, but have also served as a great training exercise in beekeeping for our staff, local communities, and online followers.

★ At end of each season, the honey is harvested and small jars of Orkin honey are distributed to the office staff.



How we do it:

- As a leading pest control organization, Orkin Canada stands behind our Pollinator Policy to ensure all staff working in the field are equipped with the necessary training and optimal approaches to protect pollinators.
- Due diligence is shown by correctly identifying the insect species, inspecting the location to assess the risk to human health, and determining the appropriate treatment plan if required.
- Since many people have allergies to, or phobias of, bees, wasps, and hornets, it is our responsibility to provide solutions which address human health risks, while also educating our clients on the benefits of pollinators. We always ensure all options (which may involve relocating the hive) have been exhausted before any treatments are provided.



Honeybee Relocation

While we strive to become the best service company in the world, we also want to provide our customers with the convenience of ridding their homes and businesses of harmful insects; however, discovering a honeybee hive doesn't mean we have to resort to the extermination of an entire colony. In fact, there are some significant benefits to relocating it, and giving the bees a new life, where they continue to provide honey and pollinate important crops. For example, one of our brands, Northwest, has begun this ever-important process of honeybee relocation, and Rollins has adopted this initiative to learn the best techniques for removal, relocation, and preservation of beehives. Our professionals have joined local beekeepers associations to build relationships with local beekeepers and gain knowledge.

★ In 2020, Northwest relocated over 30 colonies



Why are bees important?

- Pollinators are responsible for the pollination of more than 130 varieties of fruit and vegetables – that is over a third of the food we eat!
- North America boasts close to 4000 native species of bees, which are essential to the survival of the plants that anchor our natural ecosystems. Without native bees, most of our flowering trees, plants and shrubs would eventually disappear. Countless species of animals, from tiny birds to giant grizzly bears depend upon these plants for food and shelter.
- Bee colonies can easily cohabitate with humans and even flourish in urban areas. They require an environment fulfilling these criteria: an abundance of water and floral resources, and a temperate climate. Sharing the city with honeybees is simple, easy and natural.



Technicians carefully removing bees from the hive structure with a "Bee Vacuum". The honeycomb is gently removed and placed into a bin for relocation.



Falconry or Hawking Services



In the United Kingdom, our Van Vynk Environmental and Safeguard Pest Control brands offer Falconry or hawking services to control nuisance bird activity, such as feral pigeons and gulls. Exposing the nuisance bird to trained birds of prey over an extended period of time persuades them to relocate and associate the site as an area of danger.

Why it's important:

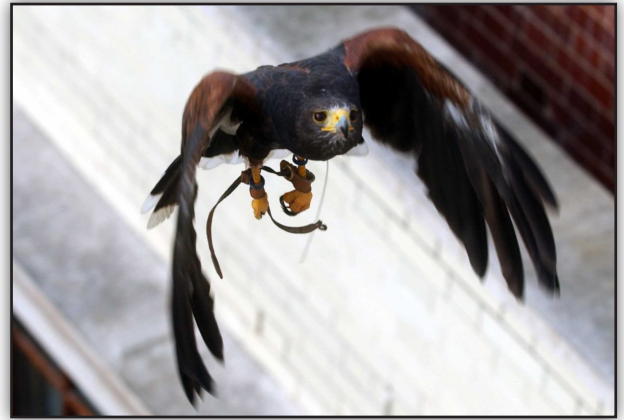
Feral Pigeons can be very damaging to buildings and their occupants. The fouling from a Feral Pigeon is very corrosive and unsightly. It harbours and sustains infestations of flying and biting insects and mites and poses a serious health risk, in particular, respiratory and intestinal infections caused by bacteria and fungal spores.

Our Approach

It is illegal to use pesticides against any species of bird in the United Kingdom and therefore successful bird control requires an approach aimed more towards a management of the problem rather than an attempt at eradication. We start by surveying the location and produce a report detailing all relevant information and from this, we provide recommendations which are tailored to offer the most effective solution to the problem.

Environmentally Friendly & Cost Effective

Using nature to control nature is an environmentally friendly and cost-effective approach and avoids the often restrictive approach of fruit netting, bangers, nets, spikes or cages. No chemicals are used and there is no noise or disturbance. Instead our handlers use the presence of our birds of prey and our techniques to drive the pests away.



Bed Bug K-9 Inspection Units

Orkin U.S.

At Orkin, we continue to research and implement innovative, scientific pest management techniques to help protect your business. That's why we have a team of trained canines ready to spot bed bug infestations.

Orkin's bed bug detection dogs join our team of Ph.D.s, entomologists, and sanitarians, to provide an extra set of eyes and a keen sense of smell to help "spot" any bed bug problems you might face.



Orkin Canada

Bed bug dogs have a level of detection accuracy that far surpasses conventional detection methods. Our K9 Inspection Team is faster and more reliable than any of the other methods. Their amazingly sensitive nose makes them the ideal bed bug detection tool. Our bed bug dogs have been specially trained to detect bed bugs with amazing accuracy. They recognize the scent of live bed bugs and their eggs. They can differentiate between live and dead bugs and also between bed bugs and the debris they leave behind.

Our K9 Inspection team dogs receive between 800 and 1000 hours of training before ever meeting their handler. The K9 and the handler are then paired together and train as a team for another 40+ hours. At the end of the course, a Certified Master Trainer verifies that each canine team is capable of discriminating bed bug scents and issues certification. Once in the field our K9's are tested every quarter and re-certified every year.



Western Pest Services

Our team of highly-trained canines can sniff out bed bugs with impressive accuracy. Our bed bug canine team offers faster, more accurate detection and can lead to lower treatment costs by detecting bed bugs early on before a major infestation occurs.

As expert hiders, bed bugs are notoriously hard to detect. Luckily, their aggregate pheromone odors are not hidden to animals with sensitive noses, like dogs. Bed bug issues can be discovered quickly and accurately by the help of man's best friend. The Western Canine Bed Bug Detection Services are based on scientific research principles, allowing our dogs and handlers to deliver 90 to 95 percent effectiveness – the highest level validated – in detecting bed bugs at the time of inspection.

Fun Facts about our dogs:

- Can inspect up to 125 rooms per day
- All of our dogs were rescued from kill shelters
- Can detect just one bed bug or bed bug egg
- Our handlers have extensive field experience working with and managing canine behavior under real-life working conditions and in many different environments.





Sustainability Spotlight: Our People & Communities

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VICE CHAIRMAN'S MESSAGE



Workplace Inclusion

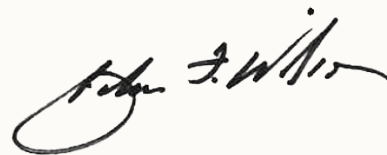
Rollins, Inc. Statement of Change

Our mission is to protect the health and welfare of the world where we live, work and play from pests. We must remain committed to that mission and be a company where our employees feel safe and are treated fairly.

When organizations are diverse, equitable and inclusive, they have higher levels of satisfaction and engagement, stronger staff retention, higher productivity, and a heightened sense of belonging. There is a growing recognition that for workplace inclusion to be successful, it must be a top-to-bottom business strategy and not just an HR program or initiative. I, alongside our top leadership, are committed to continuing to support this as a key company strategy.

Diversity, Equity and Inclusion are no longer about compliance, quotas or check-the box activities: instead it is about taking down barriers that stand between our company and vital sources of scarce talent. It is about bringing to bear the full power of diverse, personal experiences and perspectives to understand customers, create value and support innovation. Simply put, it is the right thing to do.

Our goal is to create organizational change focusing on inclusion for all. We must strive for inclusivity, diversity, acceptance and tolerance, and we must support each other on this journey every step of the way.



John Wilson
Vice Chairman

The Rollins' Commitment

Rollins' Commitment to Workplace Inclusion

To enhance Rollins' ability to carry out its mission, the Executive Steering Committee (ESC) continues to make workplace inclusion a priority for all employees, managers and executives. Rollins' Workplace Inclusion strategy is based on a commitment from managers, supervisors and employees at the individual, group, and organizational levels. Our goal is for all employees to support the Workplace Inclusion Plan and its objectives. Rollins is committed to be an employer of choice. Pursuing this commitment will require being open to new ways of thinking about fostering a workplace where all feel engaged and have a sense of belonging.

Mission

To create organizational change focusing on workplace inclusion for all

Guiding Principles

- Strive for excellence
- We do the right thing, always
- Be candid, honest, and open
- Make service your mission
- Relationships matter

Strategic Pillars

Building Culture & Capability

- A workplace that has a healthy environment, where backgrounds, perspectives and experiences are valued.

Developing our Talent

- A workforce that is built on a diverse talent pipeline with development programs and providing impactful associate engagement.

Growing the Business

- A marketplace where we ensure diversity in suppliers, marketing efforts, and product services to clients.

Enhancing our Brand

- Being a good corporate citizen, where we demonstrate our social responsibility through community leadership and volunteerism.

Diversity, Equity, and Inclusion

Our Vision Statement

To have a culture of inclusion, where all individuals feel respected, are treated fairly, with an equitable opportunity to excel.

2020 Accomplishments

- Designed and Launched the Framework for the Workplace Inclusion Initiative
- Conducted Awareness Sessions with Executive and Senior Level Managers
- Selected and trained an Advisory Council made up of Leaders across the Enterprise
- Structured a support system for the Advisory Council consisting of Champions, Co-Promoters, Subject Matter Experts, and Task Forces when applicable

2021 Goals

- Establish Employee Representation Benchmarks
- Launch Dedicated Website
- Conduct Awareness Sessions for all Rollins Leaders
- Conduct Listening Sessions with a sampling of Employees

Human Capital

We believe one of the largest contributors to our Company's success is the quality of our people. Attracting, developing and retaining high-quality talent is the primary objective of our human capital management. The development and retention of high-quality talent leads to a better customer experience and better customer retention. We develop and engage our people through our best in class training at all levels of our organization.

As of December 31, 2020, the Company had approximately 15,600 employees. Approximately 14,200 of our employees were located in the United States, with approximately 13,500 employees at U.S. branch offices. Of the U.S. employees, less than 5% are represented by a labor union or covered by a collective bargaining agreement.



Culture of Safety

Safety Mission:

Integrate Safety with the “PEOPLE” Value of our company to positively engage our employees in prevention to identify and mitigate workplace hazards and reduce unsafe behaviors

Core Principles:

Be Prepared.



Be a Coach.



Be Accountable.



We strive to have all of our United Kingdom technicians properly accredited as qualified, competent Health & Safety officers who are committed to improving Health & Safety, and pride themselves in guiding companies in the right direction.

training



2021 WINNER

Safety initiatives are a driver in our ability to achieve and maintain the Training Magazine “Top 100 training” award for 16 of the last 19 years

Example of 2021 branch level safety focuses:

Coaching

- Coaching High Risk Drivers
- Follow Behind Observations

Training

- New Hire
- Recurrent

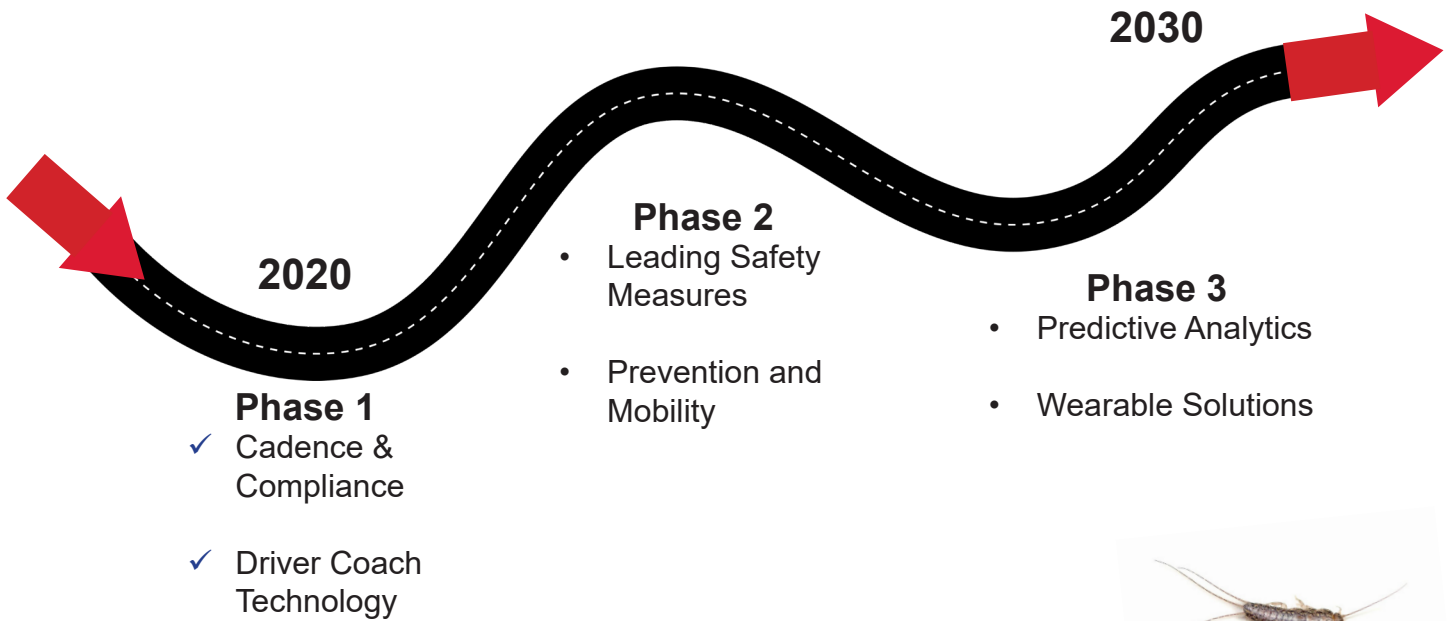
Safety Meetings

- Documented Branch Safety Committee Meetings
- Safety Toolbox Talks, Alerts and Communications

Incident Review

- Collisions and Injuries
- Complete High Value Learning Event Review

Safety Roadmap



2021 Safety and Health Initiatives

	<p>Worksite/Hazard Analysis</p>
<p>HAZARDS</p>	<ul style="list-style-type: none"> • Evaluation • Incident Reviews • Vendor Qualifications
	<p>Hazard Prevention and Controls</p>
<p>REGULATIONS</p>	<ul style="list-style-type: none"> • Policies • Driver Coach Technology • Communications
	<p>Leadership and Employee Involvement</p>
<p>MAKE SAFETY PERSONAL</p>	<ul style="list-style-type: none"> • Executive Safety Committee • Safety Council • Safety and Risk Focus Process
	<p>Training</p>
<p>PROTECTION</p>	<ul style="list-style-type: none"> • OSHA • Defensive Driving • New Hire Orientation

Volunteerism

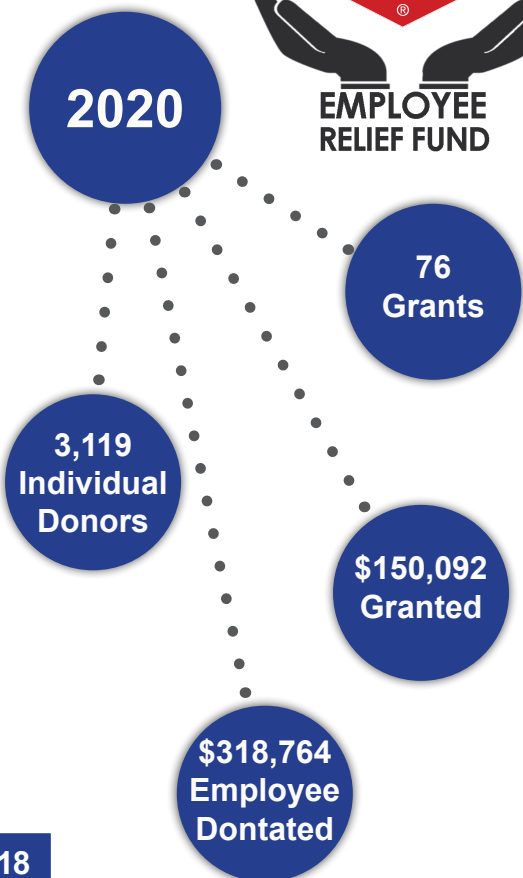
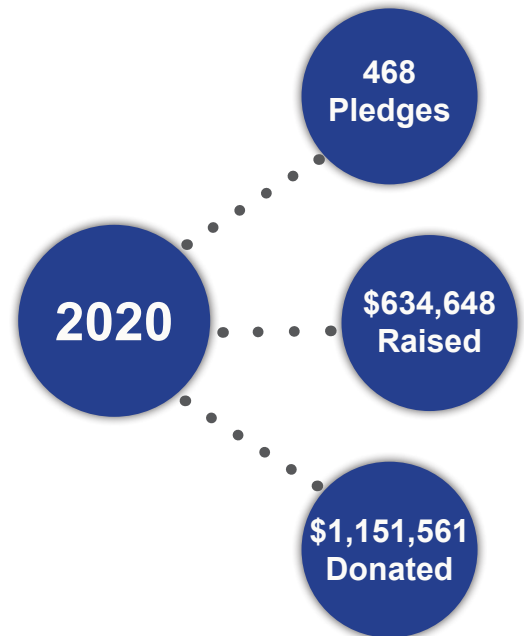
We offer employees the opportunity to participate in various community outreach programs and believe that this commitment helps the Company to meet its goals of attracting, developing and retaining high-quality employees. Our overarching goal is to create a significant impact in local communities over an extended period of time.

CAMPAIGN FOR UNITED WAY OF GREATER ATLANTA

Over the last 39 years, Rollins employees and the company have raised \$18.5 million dollars for United Way of Greater Atlanta. The Rollins company matches 100% of all employee donations.

Each year, Rollins co-workers come together to support this important and worthy cause through participation in the Metropolitan Atlanta United Way Campaign. We have a designated committee dedicated to organizing and planning various fundraising events, such as kick-off rallies, silent auctions, social outings, and pledge events.

The United Way brings our whole community together to make lasting improvements in education, income, health, and homelessness. We are very proud of how many of our employees have regularly shown compassion for others through their generous gifts, year after year.



ROLLINS EMPLOYEE RELIEF FUND (RERF)

Life can be difficult sometimes, as it often brings personal tragedy or hardship. At Rollins, we consider ourselves a family of coworkers. And when a family member suffers a catastrophe, we all want to pitch in to help. It's been part of our culture for decades. This is why we developed the Rollins Employee Relief Fund.

The Rollins Employee Relief Fund is a 501(c)(3) non-profit. Anyone, employees and non-employees alike, can make donations. The contributions are purely voluntary, and employees can make a one-time contribution or set up ongoing payroll deductions. The Rollins Employee Relief Fund is separate from the company, and it receives contributions from all U.S. based Rollins brands and employees.

In 2020, the RERF was able to help employees affected by the Covid-19 pandemic. Employees from various Rollins brands received funds.

ROLLINS UNITED

Rollins United is a program that offers and encourages employees to participate in a variety of company-sponsored volunteer projects and activities. The Vision of Rollins United is to offer a wide variety of meaningful opportunities for Rollins employees to positively and safely impact our communities. We work toward achieving this Vision by bringing our Mission to life by actively looking for ways to serve our neighbors in local communities, where we believe everyone deserves a safe place to live, work, and play. To maximize our volunteer efforts, Rollins United's goal focuses on the same priority areas as our businesses and encourages our employees to volunteer in a positive way that aligns with how they do their jobs.

Rollins' mission every day is to be the best service company for our customers, and through Rollins United that translates to providing exceptional volunteer service as well. We are committed to investing in strategic partnerships to complete impactful activities, while using everyone's time efficiently. We are excited to expand on our culture of service by offering 8-Hours of Volunteer Time Off (VTO) to all Georgia based employees designated for Rollins United events in 2021 in addition to regular Paid Time Off (PTO) balance. Our goal is to average 5,000 paid volunteer hours annually, 2021 to 2025.



Partnership with Grove Park Foundation

Our partnership with Grove Park Foundation in Atlanta aims to help support neighborhood growth and revitalization. The partnership will allow Rollins area employees to volunteer and support the Foundation's initiatives. Grove Park Foundation is dedicated to revitalizing the Grove Park neighborhood and improving quality of life by working with local partners, leaders and residents to create a healthy, equitable and vibrant community.

Representatives from Rollins' Atlanta family of brands can participate in volunteer opportunities in the Grove Park neighborhood. Scope of projects include: Rollins volunteers and program leaders helping with various outdoor projects, such as building garden boxes, yard cleanup, and decorating homes during the winter Holiday season.



MissQuito



Rollins has its first Black, and female-led independent brand, MissQuito, that is committed to providing exceptional care and protection to our customers and the things that they value most – family, community, and the environment.

We believe in having an inclusive workforce and investing in each team member to allow them to operate at their greatest potential. We are dedicated to empowering our team members to achieve their professional and personal goals.

MissQuito is led by Natasha Oldham, who has been with Rollins for eight years. MissQuito began servicing customers in March 2021.

*Miss*QUITO
MOSQUITO CONTROL



Veteran Hiring Initiative

“Our industry has a noble purpose—we protect people’s health and property, we have a very disciplined approach to what we do, and that is a great match for someone transitioning out of the military.”

Quentin W. C. Misenheimer,
Former U.S. Army Captain
VP of Human Resources, Rollins, Inc.

The attitude and character displayed by members of our armed forces make for a winning formula, which we hope to embrace in each part of our company. We strive to find the men and women who have served our country and are looking to maintain the same culture of discipline, professionalism, dedication, and family.

Our goal is to have veterans make up 10% of our workforce by 2022. We have committed to hiring an additional 2,000 veterans in the next five years.

★ As of December 2020, veterans make up 8% of our workforce



O. Wayne Rollins Scholarship



Gary Rollins (left),
O. Wayne Rollins (middle),
Randall Rollins (right)

The O. Wayne Rollins Scholarship is available to help pay for college or trade school costs for the children of eligible employees.

Fifteen additional scholarships are available each year:

- Up to four consecutive years for a college/university
- Up to two consecutive years for a trade school

“Life is like a relay race. Do the best you can while you have the baton.”

**O. Wayne Rollins,
Co-founder, Rollins, Inc.**

Disinfectant Services

Several of our family brands, both international and domestic, have implemented disinfectant services such as VitalClean™, PureSpace™, Essential Clean™, UltiClean™, HealthySpace™, and Western PurClean™. Our disinfectant services are an effective option for reducing risk and helping restore a safer and healthier business environment. We are very excited about the potential for this service for both our existing and potential customers.

Our disinfectant services utilize EPA-registered disinfectant labeled for use against a wide variety of pathogens and included on EPA’s “List N” of products that meet their criteria for use against SARS-CoV-2, the coronavirus that causes COVID-19. When applied at full strength in accordance with the product label, this powerful disinfectant will kill 100% of bacteria and viruses on hard, non-porous surfaces and will also sanitize soft, porous surfaces. The disinfectant product we use is rated by the EPA as Toxicity Category IV, defined as “practically non-toxic and not an irritant,” and contains no ozone-harming volatile organic compounds.





Sustainability Spotlight: **Governance**

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Governance Initiatives

- New members to Board of Directors, 5 of the 8 board members are now independent
- Improving Board of Directors through the addition of “financial experts” as qualified by the U.S. Securities and Exchange Commission public companies.
- Added first independent diverse Board of Director in 2020.
- Successfully integrated 30 new companies and franchise buybacks, acquired in 2020, into our family of brands. These acquisitions occurred not only in Domestic United States yet also within Australia, United Kingdom, Canada, and Singapore.



New Board of Directors



Susan Bell

Bell is a Certified Public Accountant and qualifies as a “financial expert” for US Securities and Exchange Commission public companies. She has significant experience with audit committees and boards, having participated in public and private company audit committee and board meetings as external auditor, internal audit and enterprise risk advisor, engagement quality or senior relationship partner, and serves as a nonprofit board member. Her competencies include technical accounting (US GAAP and IFRS); controls and compliance; enterprise risk management and internal audit; M&A and capital markets transactions; financial systems implementations; sustainability reporting; and diversity, equity, and inclusion programs and practices.





Patrick Gunning

Gunning is a Certified Public Accountant and qualifies as a “financial expert” for US Securities and Exchange Commission public companies. He brings extensive financial reporting, accounting, management, and leadership experience to our Board of Directors, and he has participated in many public and private company board and audit committee meetings as external auditor or advisor. His competencies include technical accounting (US GAAP), capital markets transactions, internal and external financial reporting, mergers and acquisitions, and Securities and Exchange Commission reporting, rules, and regulations.



Jerry Nix

Nix is the former Vice Chairman, Executive Vice President and Chief Financial Officer of Genuine Parts Company. Prior to retiring in March 2013, Nix served as Chief Financial Officer for over 13 years and served in various other capacities with Genuine Parts before that time, including Senior Vice President, Finance. In addition to previously serving as a director of Genuine Parts, Nix was a director of Synovus Financial Corp. Currently, he serves on the Board of Directors of Marine Products Corporation and RPC, Inc. Nix is also on various civic and non-profit boards, including Young Harris College, Cobb County Chamber of Commerce, Cobb-Marietta Coliseum and Exhibit Hall Authority, John and Mary Franklin Foundations, and on the Executive Committee for the Atlanta Area Council and Boy Scouts of America. Prior to joining Genuine Parts in 1978, Nix was an auditor with Ernst & Young and a pilot in the U. S. Air Force.





Harry Cynkus

Cynkus is the former Senior Vice President, Chief Financial Officer and Treasurer of Rollins, Inc., holding various positions from 1998 to 2015. After beginning his career with Arthur Andersen & Co., he held financial positions with several companies including Tyco International, ARAMARK Services, Brach & Brock Confections and Mayer Electric Supply Co., Inc. Harry Cynkus currently serves as the Vice Chairman, Trustee and Head of the Audit Committee of the Utica College Board of Trustees. His professional memberships include the American Institute of Certified Public Accountants and the Financial Executives Institute.



Message from our CFO:

“While preparing this sustainability report, it is difficult to think about anything besides the global pandemic and how much of an impact it has left on our personal health, families and economy. Some may believe that this is not the right time to address environmental and societal issues, which may seem less significant during these unprecedented times. However, we believe these discussions are crucial, as a variety of innovations and collaborations have developed due to this international crisis.

Rollins has executed impactful initiatives that have proven success in the past. We are always looking for new ideas to deliver the finest quality services and values to our customers, while being environmentally responsible. We will promote sustainability through continuous improvement to support the World’s Best Service Company.”



Eddie Northen
Sr. Vice President, Chief Financial Officer
and Treasurer

Thank You!

For questions, please reach out to Julie Bimmerman:

Julie Bimmerman
VP, Finance and Investor Relations
(404) 888-2000
investorrelations@rollins.com



Telephone

404-888-2000



Location

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