



## **ROLLINS, INC. CORPORATE GOVERNANCE GUIDELINES**

The Board of Directors (the “**Board**”) of Rollins, Inc. (the “**Company**”) has adopted these Corporate Governance Guidelines (the “**Guidelines**”), which reflect the Company’s commitment to high standards of corporate governance, to assist the Board in the management of the business and affairs of the Company as required under the rules of the New York Stock Exchange (“**NYSE**”). These Guidelines will be posted on the Company’s website. These Guidelines will be reviewed periodically and revised, as appropriate, by the Company’s Nominating and Corporate Governance Committee (the “**Committee**”) to ensure the effective functioning of the Board and to ensure compliance with the rules of the Securities and Exchange Commission (“**SEC**”) and the NYSE. The Company’s guidelines for director independence are incorporated herein by reference as Appendix A and are also available on the Company’s website.

### **I. Director Responsibilities**

The fundamental responsibility of members of the Company’s Board is to promote the best interest of the Company and its stockholders by overseeing the management of the Company’s business affairs. In doing so, Board members have two basic legal obligations to the Company and its stockholders: (a) the duty of care, which generally requires that Board members exercise appropriate diligence in making decisions and in overseeing management of the Company and (b) the duty of loyalty, which generally requires that Board members make decisions based on the best interest of the Company and its stockholders and without regard to personal interest.

Directors are expected to attend all regular and special meetings of the Board and of all Board committees upon which they serve. Directors are also expected to attend the Annual Stockholders Meeting. To prepare for meetings, directors are expected to review the materials that are sent to them in advance of the meeting.

Directors are bound by the Company’s Code of Business Ethics for Directors and Officers and Related Party Transactions, a copy of which is posted on the Company’s website.

Non-management directors will meet in at least two regularly scheduled executive session per year without management. In order that the interested parties may make their concerns known to the non-management directors, the Company will provide on its website a method by which such parties may communicate with the presiding director or with the non-management directors as a group.

### **II. Director Qualification Standards**

The Board should be responsible for selecting its own members. The Board delegates the screening process involved to the Committee. The Committee is responsible for determining the appropriate skills and characteristics required of the Board members in the context of the then current make-up of the Board. This determination should take into account all factors the Committee considers appropriate, such as independence, experience, strength of character, mature judgment, technical skills, diversity, age and the extent to which the individual would fill a present need on the Board.

### **III. Director Tenure**

There are no limits on the number of terms that may be served by a director. However, in connection with evaluating recommendations for nominating for re-election, the Committee shall consider director tenure, together with such other criteria determined by the Committee, in light of the specific needs of the Board at the time.

### **IV. Non-Employee Director Compensation**

The Board, upon the recommendation of the Human Capital Management and Compensation Committee, will determine the form and amount of non-employee director compensation, which may include cash, equity-based awards and/or other forms of compensation. In determining non-employee director compensation, the Board will consider the levels of compensation customary at other companies of similar size and type.

### **V. Director Stock Ownership**

The Human Capital Management and Compensation Committee shall periodically assess the appropriateness of the Company's Stock Ownership Guidelines for directors, including whether and to what extent directors should be restricted from selling stock acquired through equity compensation.

### **VI. Board Access to Officers and Employees**

The Board and individual directors are encouraged to interact with senior officers of the Company. With respect to other Company employees, any meetings or contacts that the Board or an individual director wishes to initiate may be arranged through the Company's General Counsel. The Board or such individual director will use its judgment to ensure that such contact is not disruptive to the business operations of the Company and may, to the extent appropriate, copy the General Counsel on any written communications between any directors and officers or employees of the Company.

### **VII. Director Orientation and Continuing Education**

New directors shall participate in an orientation program, to be conducted as soon as practicable after such directors are elected. The General Counsel is responsible for arranging an orientation program tailored to the needs of any new director. Management and the Committee shall periodically identify for directors third party-provided continuing education programs and the Company shall sponsor the attendance of any director who wishes to attend such programs.

## **VIII. Service on Other Public-Company Boards**

Directors shall not serve on more than four publicly traded company boards at a time. Board members wishing to join the board of another publicly traded company shall first notify the Chairman of the Board and the Chair of the Committee prior to joining the board of such company. The Chairman of the Board and the Chair of the Committee will then consult regarding whether the new commitment will allow the director to continue to fulfill the director's obligations to the Company. Directors are also expected to limit the number of other non-profit boards they serve on in order to devote adequate time and effort to their Board responsibilities.

## **IX. Directors Who Change Their Present Job Responsibility**

A director who retires from employment, changes employers, or who has a significant change in professional roles and responsibilities from that held when initially elected shall promptly tender an offer of resignation to the Chairman of the Board and Chairman of the Nominating and Corporate Governance Committee that shall be subject to acceptance by the Board. The Nominating and Corporate Governance Committee shall review any such offer to resign and make a recommendation to the Board regarding acceptance of the offer. These guidelines provide an opportunity for the Board, through the Nominating and Corporate Governance Committee, to review the continued appropriateness of Board membership under the changed circumstances.

## **X. Annual Performance Evaluation of the Board**

The Board will conduct a self-evaluation annually to determine whether it and its committees are functioning effectively. The full Board will discuss what, if any, action could improve Board and Board committee performance.

*Approved 2/6/2025*