



ROLLINS:

**Be Prepared, Be a Coach, Be
Accountable – Make Safety
Personal**

Sean O'Bryan, Rollins Managing Director of Safety



ROLLINS, INC
The leader in pest control
"Pest control down to a science"

BE A GLOBAL SERVICE LEADER



A WINNING TRADITION





Continued Growth

- 23 consecutive years of improved revenues
- Dividend growth average greater than 18% over 17 consecutive years*
- 20% Average annual earnings growth for over two decades
- Powerful Rollins' brand names – 71 countries and growing
- Over 2.8 million global residential and commercial customers
- Over 900 locations and franchises worldwide
- Revenue CAGR 6% over past 21 years
- Addition of new innovative disinfectant service line in 2020, rolled out in 28 days





SAFETY STRATEGY

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.

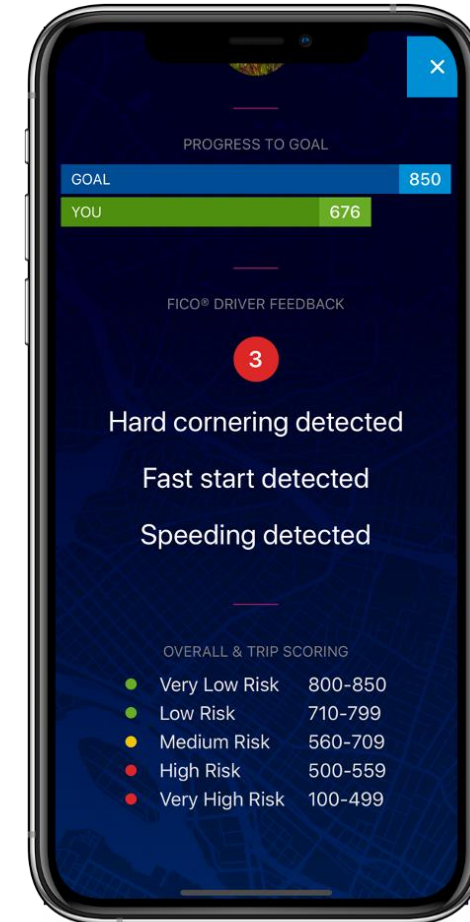


MAKE SAFETY PERSONAL



WHY MENTOR TSP?

- **Detects** risky driving behavior and rewards safe maneuvers using an industry accepted FICO scoring system.
 - Drivers scoring below 710 have a higher likelihood of being involved in a collision.
- **Digitizes** the vehicle inspection process and helps short cycle maintenance and repairs.
- **Distributes** targeted micro-training (Coaching Playlists) directly to a driver's cell phone to improve experience, retention and compliance.
- **Delivers** an integrated coaching process to address risky behavior and respond to MVR violation activity.
- **Driver** "Circles" to view and recognize peer driving performance. Managers included.

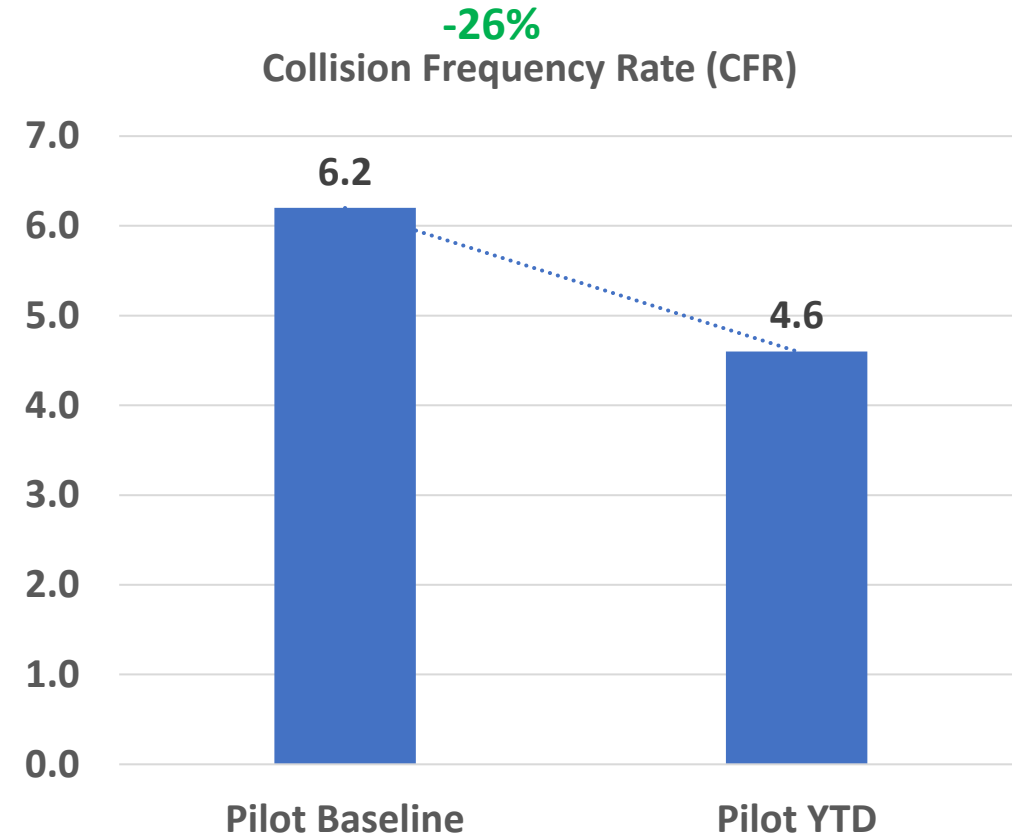


**BUNDLED SAFE DRIVING SOLUTION ACCESSIBLE TO MOBILE TECHNICIANS
AROUND THE WORLD.**



ROLLINS PILOT RESULTS

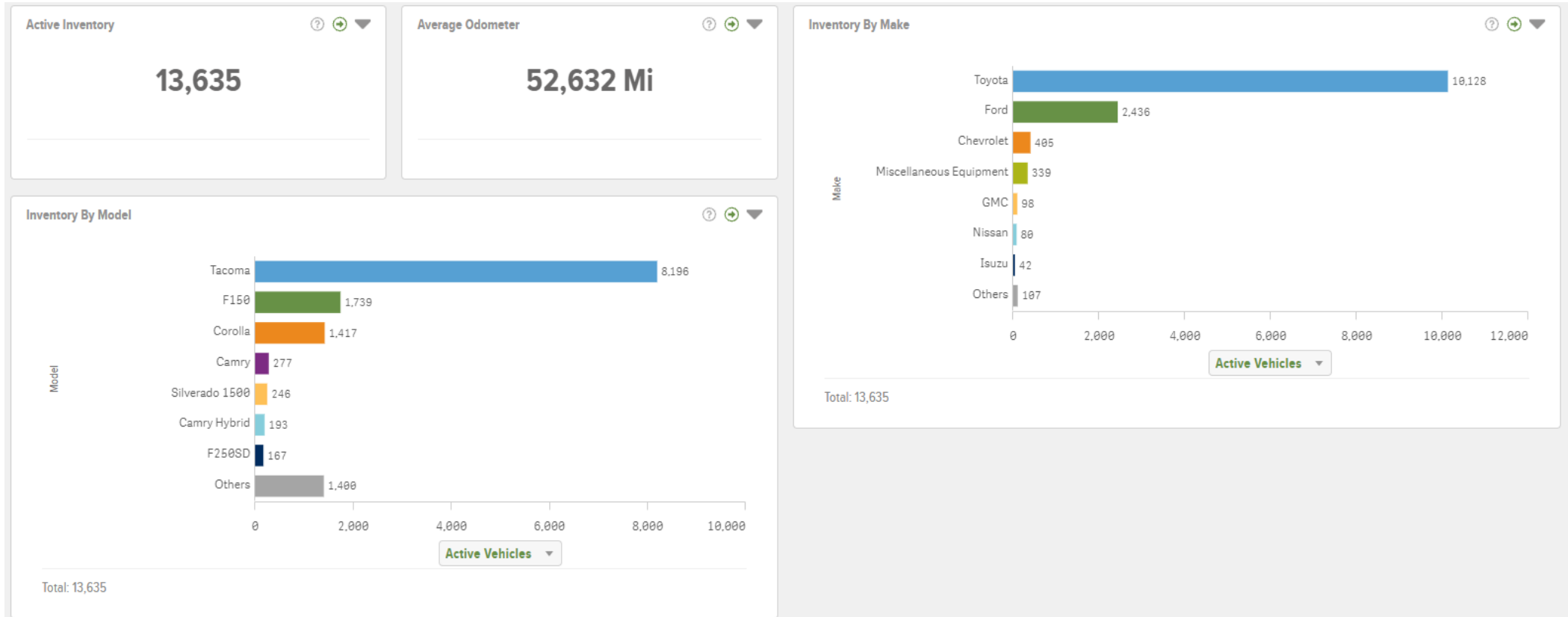
- ✓ Rollins completed a 6-month pilot to evaluate Mentor TSP (Dec 2020 - May 2021)
- ✓ Pilot results show **26%** improvement vs. Pilot Baseline
- ✓ 60% Pilot Locations Achieved Double Digit Reduction in CFR
- ✓ Assigned Monthly Coaching (Drivers Scoring less than 710) decrease **59%** in first 4 months
- ✓ On-Time Coaching = 65%, Completed Coaching = 70%



“The program will only be as effective as the manager chooses it to be”



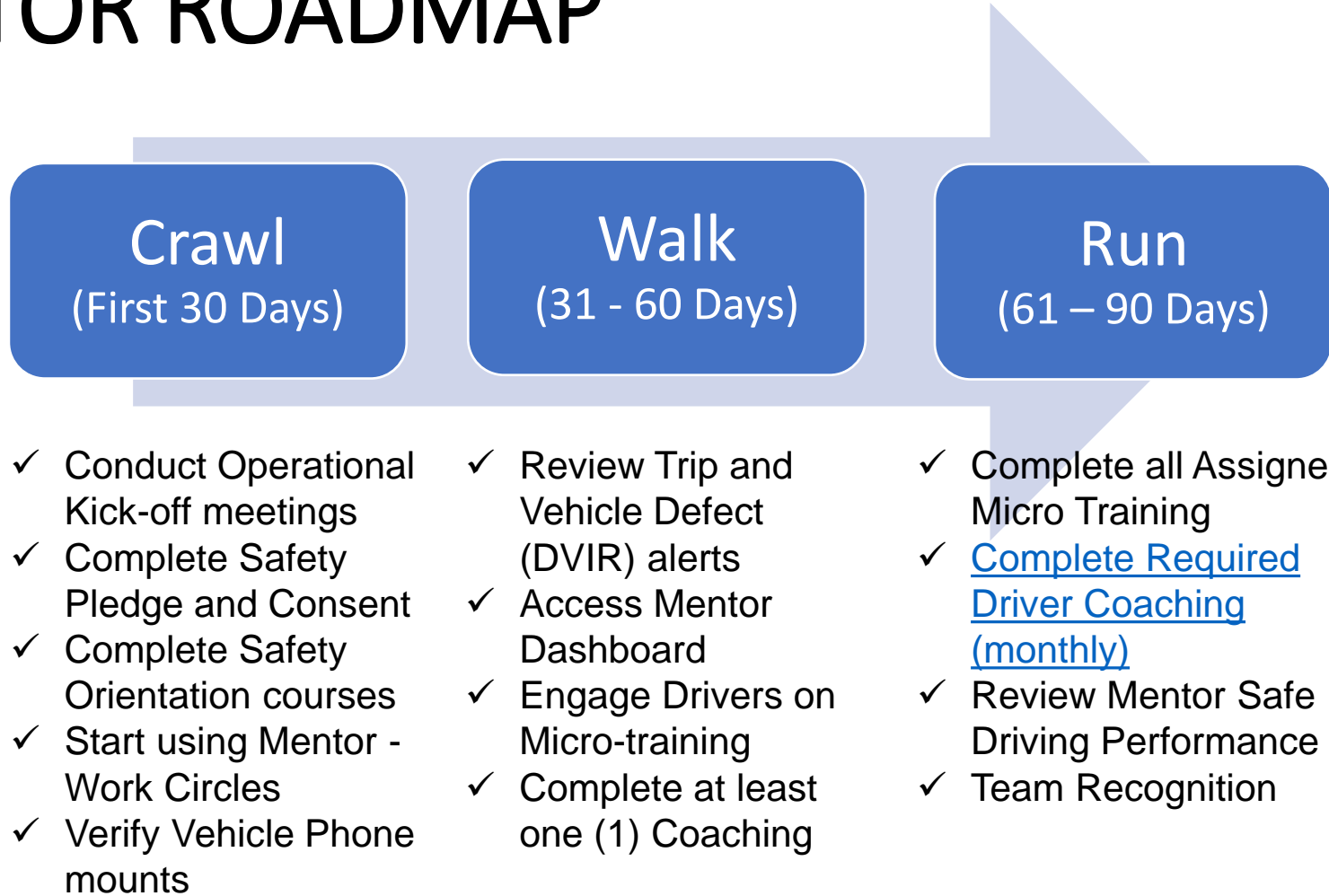
ROLLINS FLEET



**TOYOTA TACOMA TRUCKS REPRESENT MAJORITY OF FLEET
> 260M MILES DRIVEN ANNUALLY**



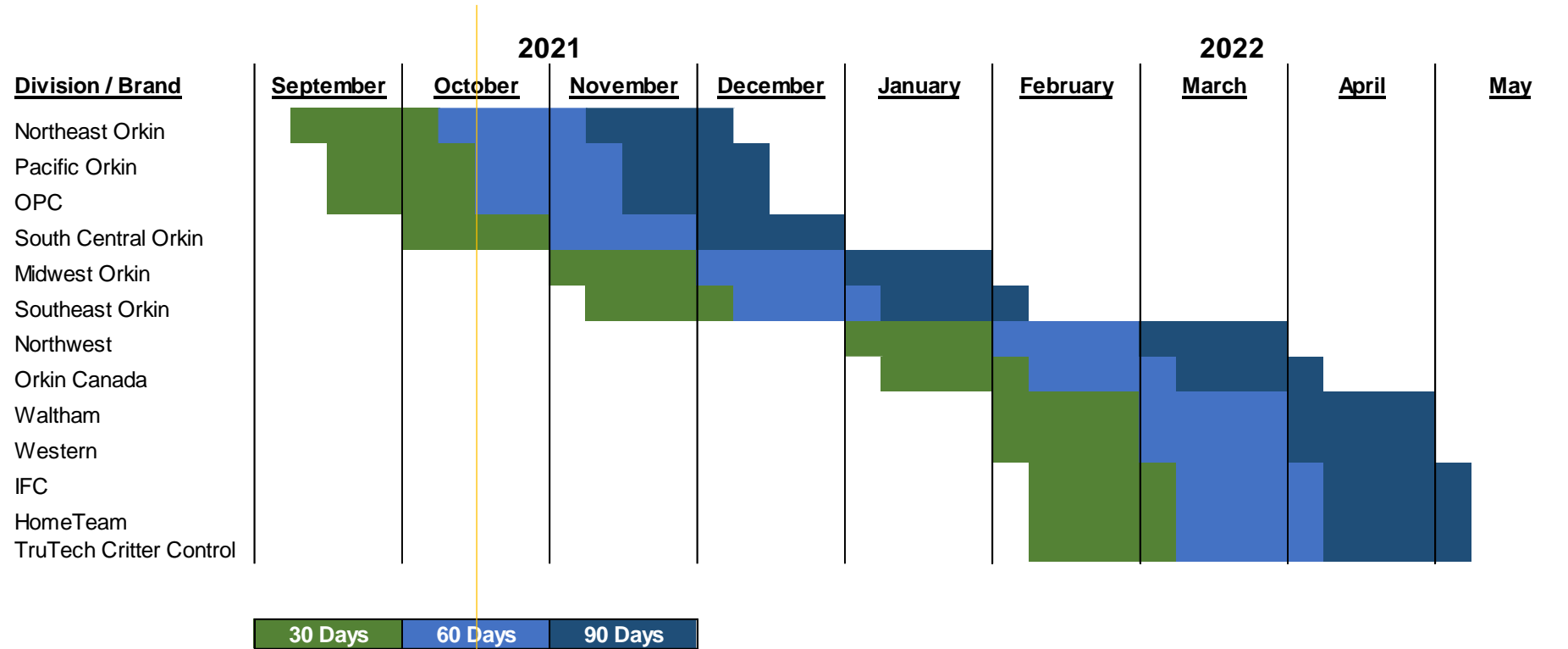
MENTOR ROADMAP



BE PATIENT...



ROLLINS MENTOR LAUNCH



Status Check

- ✓ 3,235 DRIVERS COMPLETED CONSENT AND SAFETY PLEDGE
- ✓ 2,400 DRIVERS ACTIVELY TAKING TRAINING,
- ✓ 1,752 DRIVERS COMPLETED AT LEAST ONE MENTOR TRIP