

**RENTOKIL INITIAL USA
401(k) PLAN**

Summary Plan Description

**NOTE: THIS BOOKLET MERELY SUMMARIZES KEY PLAN FEATURES AND
DOES NOT REPLACE THE LEGAL PLAN DOCUMENT WHICH GOVERNS
IN THE CASE OF ANY DIFFERENCES.**

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Rentokil Initial USA 401(k) Plan

Summary Plan Description

THE PLAN AND ITS ADMINISTRATION

The Rentokil Initial USA 401(k) Plan (the “Plan”) is a defined contribution plan sponsored by Rentokil North America, Inc. (the “Company”). The Plan is designed to assist employees of the Company in providing for their retirement. The Plan was restated effective January 1, 2023, and has been subsequently amended. This summary describes the amended Plan as in effect on January 1, 2026.

An administrative committee (the “Committee”) has been appointed for the Plan and is responsible for the general administration of the Plan. The Plan operates on a “Plan Year” consisting of the 12-consecutive month period beginning on January 1 of each year.

Certain employers affiliated with the Company participate in the Plan for the purpose of providing benefits for eligible employees and their beneficiaries. A complete list of those participating employers and their addresses may be obtained from the Committee upon written request. As used in this Summary Plan Description, the term “Company” refers to Rentokil North America, Inc. and each of those participating employers.

ELIGIBILITY AND PARTICIPATION

Eligibility

Each employee of the Company is eligible to participate in the Plan, *except* for the following employees:

- Any employee who is a nonresident alien with no earned income from the Company that constitutes income from sources within the United States;
- Any leased employee (as defined in the Internal Revenue Code);
- Any employee who is an active participant or eligible to be an active participant in any other Company-sponsored retirement plan intended to be qualified within the meaning of section 401(a) of the Internal Revenue Code; or
- Any individual who is designated, classified, or treated by the Company as an independent contractor or other non-common law employee.

The term “eligible employee” as used in this Summary Plan Description refers to an employee described in the preceding sentence who is eligible to participate in the Plan.

Participation

Participation in the Plan is voluntary.

Each eligible employee may elect to become a “participant” in the Plan on the first date that the employee has both (1) completed 30 days of service with the Company and (2) attained the age of 18.

An individual who becomes an eligible employee in connection with the Company acquiring all or substantially all of the stock or assets of the entity that employed the individual immediately prior to his becoming an eligible employee will generally be credited with participation service for his employment with the acquired entity, but exceptions apply.

An employee who has completed the applicable service requirement (that is, completed 30 days of service) and attained the age of 18 but is not eligible to become a participant on that date because he is not an eligible employee may become a participant on the later of (1) the date he becomes an eligible employee because of a change in his employment status or (2) the first date upon which he could have elected to become a participant in the Plan if he had been an eligible employee. A participant who ceases to be an eligible employee will generally continue to be a participant but will no longer be eligible to defer compensation or receive an allocation of Company contributions under the Plan.

Enrolling in the Plan

Unless the automatic contribution election procedures described below apply, an eligible employee who has met the participation service requirements generally must go to the Vanguard website (<https://retirementplans.vanguard.com>) and timely complete the online enrollment in order to participate in the Plan (or enroll in any other manner approved by the Committee).

Automatic Contribution Elections

3% Automatic Contribution Election for Employees Hired On or After January 1, 2024:

Except as noted below, all eligible employees who are hired on or *after* January 1, 2024 and who make no deferral election will be automatically enrolled in the Plan (after meeting the eligibility requirements) with an election to defer 3% of compensation as Before-Tax Contributions. In other words, if such an employee takes no action, 3% of his compensation will be deducted from his pay and contributed to the Plan as a Before-Tax Contribution.

5% Automatic Contribution Election for Employees Hired On or After January 1, 2016 and Before January 1, 2024: Except as noted below, all eligible employees who were hired on or *after* January 1, 2016 and *before* January 1, 2024, and who make no deferral election will also be automatically enrolled in the Plan (after meeting the eligibility requirements), but with an election to defer 5% (instead of 3%) of compensation as Before-Tax Contributions.

Effective Date of Automatic Contribution Elections: The automatic contribution election will be effective as of the first date on which it is administratively practicable to implement the automatic election on or about ninety (90) days after his date of hire (or, if later, a reasonable period of time (generally 30 days) following the first date such individual could elect to become a participant in the Plan).

No Automatic Contribution Election If Employee Makes Affirmative Election: If an employee makes a deferral election (including an election of zero), no automatic contribution election will apply.

Automatic Contribution Not Applicable to Certain Acquired Employees, Employees with Prior Service, and Temporary/Holiday/Seasonal Employees:

- ***No Automatic Contribution Election for Acquired Employees Hired On or After January 1, 2016:*** An Acquired Employee hired on or after January 1, 2016 generally is *not* subject to the automatic contribution election described above. An “Acquired Employee” is an individual who becomes an employee of the Company in connection with the Company acquiring a controlling ownership interest (or substantially all of the assets) of the entity that employed the individual immediately prior to his becoming an employee of the Company. By way of example, an employee who is (or has been) classified by the Company as a Steritech employee, a Residex employee, an Allgood employee, a Heron employee, a Connor’s employee, a Vector Disease Acquisition Affiliated employee, a Hitmen employee, a Florida Pest Control employee, an Environmental Pest Service, a J.P. Pest Services employee, or a Terminix employee is an Acquired Employee. *However*, employees classified by the Company as Terminix employees who (1) were hired shortly before January 1, 2024, (2) had not yet begun participating in the Terminix Retirement Plan as of December 31, 2023, and (3) become participants in the Plan on or after January 1, 2024, are subject to the 3% automatic contribution election described above.
- ***No Automatic Contribution Election for Employees with Prior Service Hired (or Re-Hired) On or After January 1, 2016:*** An eligible employee hired (or re-hired) on or after January 1, 2016 and who previously rendered services to the Company before such hire (or re-hire) date (an “employee with prior service”) is generally *not* subject to the automatic contribution election described above. By way of example, an individual who is re-hired by the Company, or who provided services to the Company through a temporary employment agency prior to such individual’s hire date, is an employee with prior service.
- ***No Automatic Contribution Election for Temporary, Holiday, and Seasonal Employees Who Become Participants On or After January 1, 2024:*** An eligible employee classified by the Company as either a temporary employee, holiday employee, or seasonal employee and who becomes a participant in the Plan on or after January 1, 2024 is *not* subject to the automatic contribution election described above.

May Change Automatic Contribution Election at Any Time: The 3% (or 5%, if applicable) automatic contribution election may be changed by the participant at any time – to a higher percentage, a lower percentage, or even to zero – by accessing the Vanguard website. In the same manner, the participant may also at any time change the contribution type from a Before-Tax Contribution to a Roth Contribution (or a combination of both contribution types) for any portion of his future automatic contributions. Any change to the contribution election will apply only to *future* contributions.

Refund of Automatic Contributions if Act Within 90 Days: During the 90 days after automatic contributions are **first** taken from a participant’s pay, the participant may request a withdrawal of all of the *automatic* contributions (adjusted for any investment gain or loss) by completing the applicable forms. These withdrawn contributions will **not** be eligible for Employer Matching Contributions and will be subject to federal income tax (but not the extra 10% tax that normally applies to early distributions). A participant who chooses to withdraw automatic contributions may always choose to later restart contributions by making a new deferral election. This 90-day refund opportunity applies only to automatic contributions and not to contributions made pursuant to a participant’s affirmative election.

Automatic Contributions Generally Treated the Same as other Before-Tax Contributions: Except for the 90-day refund opportunity discussed above for automatic contributions, automatic

contributions are generally treated the same as Before-Tax Contributions that are made pursuant to a participant's affirmative election. For example, the investment options (including the default option, which is the Vanguard Target Retirement Fund that is applicable to the participant's age) are the same, and all Before-Tax Contributions are 100% vested. However, if the participant changes all or a portion of his automatic contributions from Before-Tax Contributions to Roth Contributions, the different treatment applicable to Roth Contributions in general will apply (see "Contributions" below for more information).

No Automatic Annual Increases in Deferral Percentage: Beginning January 1, 2024, automatic contributions are no longer subject to an annual increase.

CONTRIBUTIONS

"Compensation"

Contributions to the Plan are based in part on each participant's "compensation." "Compensation" for purposes of the Plan is generally all compensation the participant receives from the Company for services performed to the extent that such amounts are required to be reported as taxable wages in Box 1 of the participant's Form W-2, Wage and Tax Statement, with certain adjustments specified in the Plan.

A participant's "compensation" includes his Before-Tax Contributions (including "catch-up" contributions) to the Plan and any pre-tax amounts deducted from his pay for health plan contributions or contributions to the medical reimbursement and dependent care spending account plans, even though these amounts are not required to be reported as taxable wages. However, other amounts *not* reported as taxable wages (for example, non-taxable fringe benefits) are generally not included in "compensation."

Company Holiday Fund Match amounts are *not* included in a participant's "compensation" for purposes of the Plan.

Senior executive bonus scheme payments (including Long-Term Incentive Plan (LTIP) payments) are *not* "compensation" for purposes of determining Employer Contributions. LTIP payments are *not* "compensation" for purposes of electing to defer amounts as Before-Tax Contributions or Roth Contributions. This means that LTIP payments are *not* subject to a participant's deferral election. Other types of senior executive bonus scheme payments (that is, payments other than LTIP payments) are "compensation" for purposes of electing to defer amounts as Before-Tax Contributions or Roth Contributions and are subject to a participant's deferral election, but do *not* count for purposes of determining any Employer Contributions, including Employer Matching Contributions.

Special rules apply in determining a participant's "compensation" with respect to payments made after termination of employment. As a general rule, payments of "regular pay" (for example, wages, salary, commission, and bonuses that would have been paid if the participant had continued employment) that are paid within 30 days after termination of employment are treated as "compensation." Other payments that are made after a participant's termination date (for example, severance pay or cash-out payments of vacation or other paid time off) are generally not "compensation" for purposes of the Plan.

Under the Internal Revenue Code, contributions made on a participant's behalf to the Plan may only be based on compensation up to a certain amount. The amount for 2026 is \$360,000. This amount may be adjusted from time to time by the Internal Revenue Service to reflect increases in the cost-of-living.

Before-Tax Contributions, Roth Contributions, and Catch-Up Contributions

Each participant may elect to defer from 1% to 80% (in whole percentages) of his “compensation” (as defined above) by going to the Vanguard website (<https://retirementplans.vanguard.com>) and designating the elected percentage (or elect in any other manner approved by the Committee). A participant’s total deferrals in any calendar year may not exceed a dollar limit that is set by law. The limit for 2026 is \$24,500.

Catch-Up Contributions: In addition, each participant who is age 50 or older may elect to defer an additional amount of his compensation as a “catch-up” contribution in accordance with applicable tax law. As a general rule, the maximum limit for “catch-up” contributions for 2026 is \$8,000.

Higher Catch-Up Contribution Limit for Participants Who Attain Age 60 to 63: However, participants who attain age 60, 61, 62, or 63 during a calendar year have an increased maximum catch-up contribution limit for that calendar year. For 2026, this increased maximum limit is \$11,250.

Catch-Up Contributions for High Earners Must be Made as Roth Contributions: Effective January 1, 2026, a change in the law requires that **any catch-up contributions made by a participant who is considered a “high earner” (as defined below) must be made as Roth Contributions** (and are not permitted to be made as Before-Tax Contributions).

A participant is generally considered a “high earner” for a Plan Year if, in the prior year, the participant’s wages from the Employer subject to FICA tax (that is, Social Security wages reported in Box 3 of Form W-2) exceed a dollar threshold set by law. For 2026, this dollar threshold is \$150,000.

Please be aware that a “high earner” participant’s catch-up contribution election designated as Before-Tax Contributions will **not** be automatically converted to be Roth Contributions. Rather, a “high earner” participant who wishes to make catch-up contributions must affirmatively elect to make catch-up contributions as Roth Contributions, or no catch-up contributions will be made.

The dollar amounts of the limits and thresholds described above may be adjusted from time to time by the Internal Revenue Service to reflect increases in the cost-of-living.

By making a compensation deferral election, the participant authorizes the Company to reduce his eligible compensation in the elected amount, and the Company agrees to contribute an equal amount to the Plan on the participant’s behalf. These elective deferrals will be contributed to the Plan as the participant’s Before-Tax Contributions, unless all or a portion of these deferrals are designated by the participant as Roth Contributions.

Before-Tax Contributions: Before-Tax Contributions will not be subject to federal income tax in the year deferred, but will be subject to FICA (Social Security and Medicare) taxes.

Roth Contributions: A participant may designate all or a portion of his elective deferrals (including any “catch-up” contributions) as Roth Contributions. This designation must be made before the deferral is made and cannot be changed except for *future* contributions. Roth Contributions will be subject to federal income tax and FICA (Social Security and Medicare) taxes in the year deferred and thus do not reduce your current taxes. Because taxes are paid on Roth Contributions when they are made, these contributions will not be taxed later when received as a benefit. If Roth Contributions are received in a qualified distribution, investment earnings on these contributions will not be taxed. However, if the Roth Contributions are *not* received in a qualified distribution, investment earnings on such contributions will be taxed when received as a benefit. A distribution will be a “qualified distribution” if the following conditions are met:

- The distribution is made at least 5 years after your initial Roth Contribution to the Plan (or to a plan in which you previously participated if amounts attributable to those previous Roth contributions were directly rolled over to this Plan); **and**
- The distribution is made on or after the date you attain age 59½ (or on or after your death or on account of your disability).

Because each person's tax situation or need for an early distribution is different, please consult your tax advisor for a more complete analysis of the tax consequences of Roth Contributions, including any state or local tax consequences, and the considerations for designating your elective deferrals as Roth Contributions.

The participant's elected deferral percentage and designated type of contribution (Before-Tax Contribution or Roth Contribution or a combination of both) may be changed, canceled, or resumed (as applicable) by going to the Vanguard website (<https://retirementplans.vanguard.com>) and electing the change (or electing the change in any other manner approved by the Committee) within the time period required by the Committee. The change, cancellation, or resumption will be effective as of the first day of any pay period for which it is administratively practicable to implement such change, cancellation, or resumption, and any change to the designated type of contribution will apply only to amounts contributed to the Plan on or after that effective date.

Employer Matching Contributions

For each pay period, the Company will contribute to the Plan an "Employer Matching Contribution" for each eligible participant who makes a Before-Tax Contribution and/or Roth Contribution (including "catch-up" contributions) for the pay period.

As of January 1, 2026, the Employer Matching Contribution will be an amount equal to:

50% of the Before-Tax Contributions and Roth Contributions (including "catch-up" contributions) made by the participant that were not in excess of **7%** of the participant's compensation for that pay period. No "true-up" adjustment will be made with respect to the Employer Matching Contribution.

To be eligible to receive Employer Matching Contributions for a pay period, a participant must be an eligible employee **other than** an employee whose terms and conditions of employment are governed by a collective bargaining agreement (that is, a union employee), unless such collective bargaining agreement expressly requires eligibility for such Employer Matching Contributions.

Employer Matching Contribution Eligibility for Certain Temporary, Holiday, and Seasonal Employees: In addition, the following participants must complete a Year of Participation Service (as defined below) to be eligible to receive Employer Matching Contributions for a pay period:

- Any participant classified by the Company as a "temporary employee" or "holiday employee" and who was hired on or after January 1, 2015; and
- Any participant classified by the Company as a "seasonal employee" and who was not eligible to participate in the Plan prior to January 1, 2019.

"Year of Participation Service" for Temporary, Holiday, and Seasonal Employees: An employee classified by the Company as either a temporary employee, holiday employee, or seasonal employee will complete a "Year of Participation Service" when the employee completes a "12-month computation

period” in which the employee is credited with at least 1,000 Hours of Service. For this purpose, the 12-month period that begins with the employee’s hire date and each Plan Year that begins after the employee’s hire date constitutes a “12-month computation period.” Also for this purpose, an “Hour of Service” is any hour for which the employee has a right to be paid by the Company, including hours paid for vacation, holiday, illness, back pay, or a leave of absence.

If the employee is not vested in any Employer Contributions under the Plan, Years of Participation Service completed before five consecutive One-Year Breaks in Service will be disregarded, and, if rehired, the employee will be treated as a new employee for purposes of determining his eligibility to receive an Employer Matching Contribution. A One-Year Break in Service means any 12-month computation period during which the employee is credited with 500 or fewer Hours of Service.

Special Limits for Highly Compensated Employees: Notwithstanding anything in this Summary Plan Description to the contrary, with respect to an eligible participant who is a “highly compensated employee” (as defined in the Internal Revenue Code), an Employer Matching Contribution shall be made only if, and to the extent, the Company so determines in its sole discretion. By way of example, and not limitation, the Company, in its discretion, may reduce the Employer Matching Contribution for a highly compensated employee to a lower percentage or amount (including zero) that would not cause a violation of the nondiscrimination rules applicable to the Plan.

Rollover Contributions

Eligible employees who have satisfied the service and age requirements specified under “Participation” above may roll over and contribute to the Plan as “Rollover Contributions” eligible rollover distributions (generally excluding after-tax contributions that are not Roth contributions, but see exception noted below) from other qualified plans or from certain individual retirement accounts or annuities (“IRA”) (but not Roth IRAs) in accordance with procedures established by the Committee. Except as provided below for rollovers from designated Roth accounts or “direct” rollovers of after-tax contributions from the Florida Pest Control Plan, a Rollover Contribution of an eligible rollover distribution may be made to the Plan regardless of whether it was first paid to the participant and then contributed to this Plan (an “indirect rollover”) or paid directly from the other plan or IRA to this Plan without the participant receiving the funds (a “direct rollover”). However, an indirect rollover must generally be contributed to this Plan within 60 days after the participant receives the funds from the other plan.

Eligible rollover distributions from designated Roth accounts under other qualified plans may generally be contributed to the Plan (a “Roth Rollover Contribution”) if made as a *direct* rollover. A Roth Rollover Contribution must be by *direct* rollover, and *indirect* rollovers of Roth Rollover Contributions will not be accepted. Rollovers into the Plan from Roth IRAs are not permitted.

In connection with the termination of the Pension Plan for Employees of Florida Pest Control & Chemical Co. (“Florida Pest Control Pension Plan”), and as an exception to the general rule concerning rollovers of after-tax contributions, eligible rollover distributions of after-tax contributions from the Florida Pest Control Pension may generally be contributed to the Plan, if made as a *direct* rollover. *Indirect* rollovers of such after-tax contributions from the Florida Pest Control Pension Plan, however, will not be accepted.

Except as may be permitted by the Committee in special circumstances, all Rollover Contributions to the Plan, including Roth Rollover Contributions, must be made in cash.

LIMITATIONS ON CONTRIBUTIONS

Limitations on Before-Tax and Roth Contributions

The Internal Revenue Service limits the total combined amount of Before-Tax Contributions and Roth Contributions a participant may make each year. The maximum total amount for 2026 is \$24,500 (prior to taking into account any “catch-up” contributions). This limit may be increased by the Internal Revenue Service in future years for cost-of-living adjustments.

“Highly compensated employees” (as defined in the Internal Revenue Code) may not be allowed to defer this full limit because of additional Internal Revenue Code restrictions. If these limits apply, a highly compensated employee’s election to make Before-Tax Contributions and/or Roth Contributions may be reduced and/or a portion of his Before-Tax Contributions and/or Roth Contributions (and any related Matching Contributions) may be returned to him – with Before-Tax Contributions being returned before Roth Contributions. You will be notified if you are affected by these additional limits. Any amounts returned will be adjusted for investment earnings and losses.

“Catch-up” contributions may be made in addition to the limit described above. Catch-up contributions typically may be designated as Before-Tax Contributions or Roth Contributions. However, as discussed above, the law now requires that *a participant who is a “high earner” (as defined above) must designate catch-up contributions as Roth Contributions*. As a general rule, the maximum total limit for “catch-up” contributions for 2026 is \$8,000. However, participants who attain age 60, 61, 62, or 63 during a calendar year have an increased maximum limit for that calendar year. For 2026, this increased maximum limit is \$11,250. The dollar amounts of these limits may be increased by the Internal Revenue Service in future years for cost-of-living adjustments.

Limitations on the Amount of Total Contributions

The total amount of Before-Tax Contributions, Roth Contributions, and Employer Contributions that may be contributed on a participant’s behalf each year is limited to the lesser of 100% of the participant’s compensation or an annual dollar limit set by the Internal Revenue Service. That annual limit is \$72,000 for 2026 and may be increased by the Internal Revenue Service in future years for cost-of-living adjustments. This limitation does not apply to the amount of investment earnings that may be allocated to your Account, to any Rollover Contributions that you may make to the Plan, or to your “catch-up” contributions.

ACCOUNTS

All contributions elected by, or made on behalf of, a participant are credited to the participant’s accounts. The following individual accounts are established and maintained for each participant:

- **Before-Tax Account;**
- **Roth Account;**
- **Employer Contribution Account;**
- **Rollover Contribution Account; and**
- **Roth Rollover Account.**

A participant’s Before-Tax Contributions and Roth Contributions are allocated to his Before-Tax Account and Roth Account, respectively, for each pay period. A participant’s Employer Contributions are allocated to his Employer Contribution Account if and as they are made to the Plan. A participant’s

Rollover Contributions are allocated to his Rollover Contribution Account (and separately accounted for as may be appropriate) if and as they are made to the Plan, with any Roth Rollover Contributions being allocated to his Roth Rollover Account.

Certain participants may also have an After-Tax Account, which represents after-tax contributions (other than Roth Contributions) attributable to another plan that has been merged into this Plan.

All amounts allocated to participants' accounts are invested among the investment funds available under the Plan as described under "Investment of Accounts" below. In addition to the respective contributions credited to each account, the account will reflect daily pricing of the assets of the investment fund in which the account is invested and will be credited (or debited) with the account's allocable share of earnings (or losses) of the respective investment fund.

VESTING

The "Vested Interest" is the percentage of the participant's accounts that is nonforfeitable. Each participant at all times has a 100% Vested Interest in his Before-Tax Contributions, Roth Contributions, Rollover Contributions (including Roth Rollover Contributions), and any after-tax contributions from a merged plan. However, a participant must earn a "Vested Interest" in any Employer Contributions made on his behalf under the applicable "vesting schedule" described below.

Vesting Schedule

Each participant earns a Vested Interest in his share of Employer Contributions as he completes "years of vesting service" with the Company under the applicable vesting schedule described below:

2-Year Cliff Vesting Schedule for Employer Matching Contributions After January 1, 2024: The following 2-year vesting schedule applies to Employer Matching Contributions made for periods on or after January 1, 2024:

<u>Completed Years of Vesting Service</u>	<u>Vested Interest</u>
Less than 2 years	0%
2 years or more	100%

3-Year Cliff Vesting Schedule for Pre-2024 Employer Contributions: The following 3-year vesting schedule applies to Employer Matching Contributions made under the Plan for periods prior to January 1, 2024 and to Employer Annual Contributions that were previously permitted to be made under the Plan for periods before January 1, 2024:

<u>Completed Years of Vesting Service</u>	<u>Vested Interest</u>
Less than 3 years	0%
3 years or more	100%

Immediate Vesting Events: Notwithstanding the above vesting schedules, a participant will acquire a 100% Vested Interest in his Employer Contributions earlier than otherwise provided by the applicable vesting schedule if he (1) reaches normal retirement age (age 60) or early retirement age (age 55) while employed by the Company, (2) dies while employed by the Company, or (3) becomes totally and permanently disabled (as defined in the Plan) while employed by the Company or while performing qualified military service.

Alternate Vesting Schedules for Certain Employer Contributions: To the extent that a participant's benefits were subject to a different vesting schedule other than the applicable vesting schedule shown above (for example, as a consequence of the terms of a plan that has been merged into this Plan), such participant will generally have a 100% Vested Interest in such amounts effective as of the applicable date or event, but exceptions apply. For example, employer contributions transferred in connection with the merger of J.P. Pest Services 401(k) Profit Sharing Plan will generally be subject to the 3-year cliff vesting schedule shown above, except participants will have a 20% Vested Interest in discretionary nonelective employer contributions transferred from that plan upon completing two (2) years of vesting service. In addition, safe harbor employer contributions transferred in connection with the merger of the Terminix Retirement Plan will be subject to the 2-year cliff vesting schedule shown above. Please contact Vanguard or the Committee for additional details.

Earning Vesting Service

A participant will be credited with Vesting Service based upon his aggregate service with the Company, whether or not completed consecutively. Service with an employer that is a member of a controlled group of employers (as defined in the Internal Revenue Code) with the Company will count as service with the Company.

If you leave the employ of the Company while actively employed and are reemployed within one year, the period while you were not employed will be considered as a period of service in determining your Vesting Service.

If a participant leaves the employ of the Company at a time when he does not have any Vested Interest and no amount credited to his Before-Tax Account or Roth Account, and is gone for a period that equals or exceeds five years, his prior years of Vesting Service will be disregarded. For this purpose, a participant will *not* be deemed to have terminated employment if the participant is absent (but is not on an authorized leave of absence) due to pregnancy, childbirth, adoption of a child, or the care of a child after birth or adoption until the second anniversary of the first date of such absence. The period between the first and second anniversaries of the first date of such absence will neither be considered to be a period of service with the Company nor a period of severance.

Certain participants may be eligible to be credited with years of vesting service with respect to service credited under certain other plans that have been merged into this Plan. To the extent that a participant is entitled to prior service, the Plan Administrator will apply the appropriate prior service credit.

In addition, as a general rule, each participant who is an Acquired Employee (as defined above) and commences service with the Company on or after January 1, 2014, will be credited with vesting service for the participant's continuous and uninterrupted service with the applicable acquired entity through the date of the acquisition, but exceptions may apply.

Forfeiture of Vesting Service

A participant will forfeit any vesting service he has earned if he terminates employment with the Company at a time when he has 0% Vested Interest in his Employer Contribution Account and no amount credited to his Before-Tax Account or Roth Account and has an absence of at least five consecutive years. A forfeiture of vesting service means that if the participant is rehired by the Company, he will not get credit for any vesting service he may have earned prior to his termination of employment. If the participant had greater than 0% Vested Interest when he terminated employment, he will not forfeit any of his years of vesting service even after an absence of five or more consecutive years.

Forfeiture of Nonvested Account Balance

At Termination of Employment: If a participant terminates employment with the Company before he has a 100% Vested Interest in his Employer Contribution Account, the nonvested balance of the terminated participant's account will generally be forfeited at termination of his employment.

If a participant's nonvested account balance is forfeited, he will no longer be able to earn a Vested Interest in that forfeited amount (even if he does not forfeit his vesting service), except as provided under the "Buy Back" provisions below.

"Buy Back" Upon Rehire: If a terminated participant is subsequently rehired by the Company prior to incurring an absence of five consecutive years, the rehired participant is permitted to "buy back" his forfeited account balance. Any forfeited nonvested amount will be restored to the rehired participant's account if he repays to the Plan, within five years from the date he is reemployed, the vested amount (if any) distributed to him. (Repayment of the amount distributed with respect to Before-Tax Contributions and/or Roth Contributions will be limited to the amounts that were matched by any Employer Contributions.) If no amounts were distributed to the participant upon his termination of employment, he will automatically have any forfeited nonvested amounts restored to his account if he is rehired prior to incurring an absence of five years. If a terminated participant is subsequently rehired by the Company after incurring an absence of five consecutive years, the rehired participant is not entitled to a restoration of his forfeited account balance.

Application of Forfeitures: Forfeitures under the Plan will be applied to reduce the Company's Employer Contributions coming due in the future. To the extent that forfeitures cannot be used in this manner within 12 months after the end of the Plan Year in which the forfeitures occurred, any such remaining forfeiture amounts will be used to pay expenses incident to the administration of the Plan.

INVESTMENT OF ACCOUNTS

Each participant may direct the investment of all amounts held in his accounts.

The Plan is intended to constitute a plan described in section 404(c) of the Employee Retirement Income Security Act, and Title 29 of the Code of Federal Regulations section 2550.404c-1. This means that the Plan fiduciaries may be relieved of liability for any losses that are the result of investment instructions given by a participant or that are the result of an investment in a qualified default investment alternative (QDIA) when a participant does not give investment directions.

The Committee selects from time to time investment funds for investment of participants' accounts. Each participant will be provided a description of the investment funds available under the Plan from which he may choose to invest the amounts in his accounts. Information about the available investment funds may be obtained by contacting Vanguard at 1-800-523-1188 or <https://retirementplans.vanguard.com>.

A participant may designate one or more of the available investment funds for the investment of amounts allocated to his accounts and may change his investment designation for amounts already allocated to his accounts and/or for future contributions in accordance with the procedures established by the Committee.

If a participant fails to designate the investment of all amounts allocated to his accounts, any undesignated portion will be invested in the investment fund(s) selected by the Committee, which, as of January 1, 2026, is the Vanguard Target Retirement Fund that is applicable to the participant's age.

PAYMENT OF PLAN BENEFITS

Plan Benefit

A participant's Plan "benefit" is the participant's Vested Interest in his accounts.

Events Entitling Payment of Benefit

A participant is entitled to payment of his benefit upon the occurrence of the earliest to occur of the following events:

- Termination of the participant's employment (for any reason) with the Company and all entities in the Company's controlled group (as determined under provisions of the Internal Revenue Code); or
- Death of the participant.

Time of Payment of Benefit

A participant's benefit will be paid on his "Benefit Commencement Date." The participant's "Benefit Commencement Date" is the first day that the participant is entitled to payment of his benefit from the Plan, except that, other than in the case of death, the participant's Benefit Commencement Date will depend on whether his Vested Interest in his benefit exceeds \$5,000 as of the date of the entitling event date as follows:

- **If the participant's Vested Interest in his accounts (including Rollover Contributions) does not exceed \$5,000**, his Benefit Commencement Date will always be as soon as administratively feasible after the date the participant becomes entitled to the benefit (that is, termination of employment or death). As discussed more fully below (see "Form of Payment and Payee" below), the form of payment differs depending on whether the participant's Vested Interest in his accounts exceeds \$1,000 (including Rollover Contributions).
- **If the participant's Vested Interest in his accounts exceeds \$5,000 (including Rollover Contributions)**, the participant may elect to receive his benefit immediately or he may defer his Benefit Commencement Date to age 73 (age 72 for participants who attained that age before 2023 but after 2019 and age 70½ for participants who attained that age before 2020) (or to any earlier date he selects).

If the participant dies, either while employed by the Company or after termination of employment but prior to his Benefit Commencement Date, a death benefit will be payable to the participant's designated beneficiary as soon as administratively practicable after the participant's date of death irrespective of whether the benefit exceeds \$5,000 or not.

The preceding notwithstanding, a participant's Benefit Commencement Date will not occur as long as the participant is employed by the Company or any entity in the Company's controlled group (as determined under provisions of the Internal Revenue Code). In addition, there are certain restrictions under the Internal Revenue Code that may postpone a participant's Benefit Commencement Date.

Form of Payment and Payee

The form of a participant's benefit payment depends on the amount of the Vested Interest in his accounts as follows:

- **If a participant's Vested Interest in his accounts (including Rollover Contributions) is \$1,000 or less**, his Plan benefit will be paid directly to him in a single lump sum, unless he timely and properly elects for his benefit to be directly rolled over into another plan or individual retirement account ("IRA"). See "Direct Rollover Option" below.
- **If a participant's Vested Interest in his accounts exceeds \$1,000 (including Rollover Contributions) but is less than or equal to \$5,000 (including Rollover Contributions)**, his entire Plan benefit (including Rollover Contributions) will be automatically rolled over into an IRA chosen by the Plan that is established in the participant's name, unless the participant timely and properly elects to have such distribution paid directly to him in a lump sum or directly rolled over into another plan or IRA. If the participant does not timely elect such optional form of payment after termination of employment, the Plan will process his distribution as an automatic rollover into an IRA maintained by Vanguard Fiduciary Trust Company ("Vanguard"), a trust company having a mailing address at P.O. Box 1101, Valley Forge, PA 19482, that is the IRA custodian.

This IRA will be invested in a type of investment that (i) is designed to preserve principal and provide a reasonable rate of return and liquidity and (ii) seeks to maintain, over the term of the investment, the dollar value that is equal to the amount invested in the fund. A Vanguard money market fund is an example of such a type of investment.

Once rolled over, the Company will not monitor this IRA or change the manner in which it is invested, and the Company will have no further responsibility with respect to the automatic rollover IRA. If an automatic rollover IRA is established on a participant's behalf by the Plan, all further directions to Vanguard, in its capacity as the IRA custodian, will be the participant's responsibility, and the participant will be free to change the manner in which it is invested and will have the right to enforce the terms of the contractual IRA agreement with Vanguard.

Fees and expenses attendant to the IRA, including any investment expenses such as fund expenses and brokerage commissions, will be borne by the IRA account alone (and will not be shared with the Plan or the Company). Such fees and expenses are not expected to exceed the fees and expenses charged by Vanguard as the IRA custodian for a comparable IRA established for other reasons. At the time this SPD was prepared, Vanguard charged an annual account service fee for each Vanguard fund with a balance of less than a specified threshold amount. You may be able to eliminate this fee (that is, Vanguard may waive this fee) by signing up for Vanguard's e-service package. Vanguard's fees (including any waiver of fees) are subject to change. Further information concerning Vanguard, the fees and expenses relating to the automatic rollover IRA, or the Plan's automatic rollover provisions, may be obtained from Vanguard, P.O. Box 1101, Valley Forge, PA 19482 by calling 1-800-523-1188.

- **If a participant's Vested Interest in his accounts exceeds \$5,000 (including Rollover Contributions)**, a participant generally may elect for his benefit to be paid in one or more of the following forms of payment:
 - **Lump Sum.** You may elect to receive your benefit in one lump sum. This is the only form of payment if your total benefit is \$5,000 or less.

- **Installment Payments.** If your total benefit is over \$5,000, you may elect to receive your benefit in approximately equal monthly, quarterly, or annual installment payments over a period of either 5, 10, 15, or 20 years.
- **Partial Withdrawals.** If your total benefit is over \$5,000, you may also elect to receive partial withdrawals of your benefit from time to time. Partial withdrawals are available even if you previously elected to receive your benefit in installments as described above.

Note: Other applicable rules may limit these choices, including the required minimum distribution rules that generally apply at age 73 (age 72 for participants who attained that age before 2023 but after 2019 and age 70½ for participants who attained that age before 2020) and the rule that the installment period may not extend beyond the life expectancy of you and your beneficiary.

Special Annuity Option for Certain Money Purchase Pension Plan Participants: Certain participants had a balance in the Rentokil Employee Money Purchase Pension Plan at the time when that plan was merged into this Plan, and certain other participants had money purchase pension amounts in the Western Exterminator Company Employees' 401(k) Profit Sharing Plan at the time when that plan was merged into this Plan. In addition to the lump sum, installment payment, and partial withdrawal options described above, and as required by law, a participant's benefits attributable to these money purchase pension amounts may also be paid in a 50% or 100% qualified joint and survivor annuity or a 75% qualified optional survivor annuity (if married) or a life annuity. See Appendix A of this SPD for more details. These participants will be provided additional information regarding these annuity distribution options.

Except as otherwise noted, the participant's benefit will be paid to the participant. If the participant dies before his benefit is paid to him in full, the participant's remaining benefit will be paid to his designated beneficiary (as defined below under "Designation of Beneficiary" below). A participant's designated beneficiary may elect to receive the remaining benefit in one or more of the payment forms described above to the same extent (and subject to the same conditions) that those forms are available to participants (but subject to the required minimum distribution rules applicable to beneficiaries). If no election is made, the benefit will be paid in one lump sum.

Direct Rollover Option

Subject to the restrictions provided below, rather than receiving his Plan benefit himself each participant is entitled to elect that his benefit be transferred as a "direct rollover." This means that the participant will have the option to request that all or any portion of his benefit that qualifies as an "eligible rollover distribution" (within the meaning of the Internal Revenue Code) be transferred directly to another eligible qualified plan described in section 401(a) of the Internal Revenue Code (such as another 401(k) plan), a 403(a) qualified annuity plan, a 403(b) tax sheltered annuity, a 457(b) eligible deferred compensation plan maintained by a government entity, or an individual retirement account or individual retirement annuity (other than an endowment contract) established by the participant ("IRA"), provided that any portion of the "eligible rollover distribution" that is from the participant's Roth Account or Roth Rollover Account may be transferred only to a designated Roth Account under an eligible retirement plan described above or to a Roth IRA. However, the participant's benefit may not be transferred as a direct rollover to another plan or IRA unless, if requested by the Committee, the participant furnishes the Committee with a statement from the plan or IRA to which the transfer is to be made that such plan or IRA is, or is intended

to be, an “eligible retirement plan” as defined in the Internal Revenue Code and that it will accept the transfer.

Any remaining amount of the distribution that is not transferred in a direct rollover will be paid directly to the participant.

Any portion of the participant’s benefit that is an “eligible rollover distribution” and that he elects to have paid directly to him (and not as a “direct rollover”) will have 20% withheld for federal income tax by the Plan, except as provided below with respect to benefits from the participant’s Roth Account or Roth Rollover Account. The withholding requirement imposed on the Plan is mandatory under the Internal Revenue Code, and the participant will not be allowed to waive it. Only the benefit amount received directly by the participant will be subject to withholding. No withholding will be imposed on the portion of the participant’s benefit that the participant elects to have directly rolled over to another qualified plan or IRA. The participant will be provided with more detailed information explaining each payment option and its tax implications prior to receiving any distribution eligible for direct rollover treatment.

The entire amount of the participant’s Plan benefit from his Roth Account and Roth Rollover Account (including the investment earnings portion) that is paid directly to him (and not as a “direct rollover”) will be distributed to the participant without any federal income tax withholding (and will not be subject to federal income tax) if it is a “qualified distribution” that meets the following conditions:

- The distribution is made at least 5 years after your initial Roth Contribution to the Plan (or to a plan in which you previously participated if amounts attributable to those previous Roth contributions were directly rolled over to this Plan); **and**
- The distribution is made on or after the date you attain age 59½ (or on or after your death or on account of your disability).

For example, if a participant made his first Roth Contribution to the Plan during July 2026, attained age 59½ on September 1, 2031, and is eligible for a distribution on September 1, 2031, the portion of the participant’s distribution from his Roth Account would not be subject to federal income tax withholding upon distribution on September 1, 2031.

Otherwise, if the distribution is not a “qualified distribution,” only the portion of the participant’s Roth Account and Roth Rollover Account consisting of Roth Contributions (excluding investment earnings) will be distributed to the participant without federal income tax withholding (because federal income tax was owed on the Roth Contributions at the time they were contributed and is not owed again at the time of distribution), and the investment earnings for the Roth Account and Roth Rollover Account will be subject to the 20% withholding requirement for federal income tax upon distribution.

If the participant’s benefit is payable to his surviving spouse in the event of his death, his surviving spouse will have the same direct rollover rights and withholding requirements as described above. A former spouse of a participant who is an alternate payee under a qualified domestic relations order, as defined under section 414(p) of the Internal Revenue Code, will also have the same direct rollover rights and withholding requirements as described above. Any other individual (that is, an individual *other than* the participant’s spouse or former spouse) who is the “designated beneficiary” of a deceased participant also has limited direct rollover rights and may elect a direct rollover to a special individual retirement account or individual retirement annuity.

Certain benefit payments are not eligible for rollover and will not be subject to the 20% mandatory withholding described above. The type of benefit payments that are not “eligible rollover distributions” include (1) installment payments over a period of 10 years or longer, (2) annuities paid over your lifetime,

and (3) minimum required distributions based on attaining age 73 (age 72 for participants who attained that age before 2023 but after 2019 and age 70½ for participants who attained that age before 2020).

Other Distribution Options

If a participant participated in another qualified plan that merged with and into the Plan, the participant may be entitled to additional distribution options under such other plan, to the extent that the distribution options are required to be preserved by the Internal Revenue Code. Affected participants will be informed of the other distribution options. In accordance with applicable law, the Plan has been amended to eliminate all such additional distribution options, except for certain additional distribution options that may not be permissibly eliminated (for example, certain annuity options under the Rentokil Employee Money Purchase Pension Plan and under the Western Exterminator Company Employees' 401(k) Profit Sharing Plan relating to certain money purchase pension amounts).

DESIGNATION OF BENEFICIARY

The participant may designate a beneficiary or beneficiaries (his "designated beneficiary") to receive any Plan benefit owing upon the participant's death by executing and filing (via the procedures established by the Committee) the prescribed form with the Committee during the participant's lifetime. Any existing beneficiary designation may be changed by the participant at any time by executing a new beneficiary designation form and filing it with the Committee (via the procedures established by the Committee) during the participant's life. For more information about making or changing a beneficiary designation, please contact Vanguard at 1-800-523-1188 or <https://retirementplans.vanguard.com>. If the participant is married at his death, the participant's surviving spouse must have consented in writing to the designated beneficiary if the participant has designated someone other than his surviving spouse as his primary beneficiary.

If the participant dies with no valid beneficiary designation in effect, the participant's default designated beneficiary will be his surviving spouse, if any, and if he has no surviving spouse, his default designated beneficiary will be his estate. For purposes of the Plan, a participant's "spouse" means an individual who is legally married to the participant (as determined in accordance with IRS guidance), including a legal same-sex spouse, but not including a domestic partner, civil union partner, or other individual with whom a participant has entered into a formal relationship that is not a legal marriage.

In the event a participant dies after making an affirmative beneficiary designation, special rules may apply in determining a participant's beneficiary in a situation in which a beneficiary identified as the participant's spouse is later divorced from the participant (a divorce generally revokes such beneficiary designation upon Vanguard or the Committee receiving acceptable documentary evidence of such divorce prior to the final transfer and/or payment of the participant's Plan accounts) or in the event of certain other unusual circumstances (for example, if the order of the deaths of the participant and that beneficiary cannot be determined or have occurred within 120 hours of each other). For more information about these special rules, please contact Vanguard or the Committee.

IN-SERVICE WITHDRAWALS

Subject to the restrictions described below, a participant may withdraw amounts in which he has a Vested Interest from his accounts while he is still employed by the Company only as follows:

- Withdrawal from Rollover Contribution Account, Roth Rollover Account, or After-Tax Account;

- Withdrawal on or after the participant reaches age 59½;
- Withdrawal from Before-Tax Account or Roth Account if the participant has a qualifying “financial hardship”;
- Withdrawal from Before-Tax Account or Roth Account if the withdrawal qualifies as a “qualified reservist distribution”; or
- Withdrawal that qualifies as an active duty deemed severance distribution.

In addition, if a participant participated in another qualified plan that merged into this Plan, the participant may be entitled to a withdrawal while still employed by the Company in certain other limited circumstances. For example:

- Certain participants who had an account balance in a plan that merged into this Plan may be able to withdraw certain amounts while still employed by the Company upon incurring a total and permanent disability (as defined under the applicable merged plan); and
- A participant who had an account balance in The Hitmen 401(k) Plan may withdraw certain vested employer contribution amounts that were transferred to this Plan if the participant has at least 60 months of plan participation (including participation in The Hitmen 401(k) Plan). Some restrictions apply – for example, no more than one such withdrawal may be made in a Plan Year and must be for a minimum of \$1,000.
- A participant who had an account balance in the J.P. Pest Services 401(k) Profit Sharing Plan may withdraw the portion of such account balance attributable to discretionary nonelective employer contributions that were transferred to this Plan after completing six (6) years of service (as determined for this purpose).

Please contact Vanguard or the Committee for additional details.

Rollover Contributions Account and After-Tax Account Withdrawals

A participant may withdraw from his Rollover Contribution Account, Roth Rollover Account, or his After-Tax Account any or all amounts held in such account.

Age 59½ Withdrawals

A participant who has reached age 59½ may withdraw from his accounts while he is employed by the Company all amounts in which he has a Vested Interest.

Financial Hardship Withdrawals

If a participant has a “financial hardship” (as defined below), the participant may withdraw from his Before-Tax Account and/or Roth Account while he is employed by the Company the amount necessary to meet the financial hardship.

The determination of the existence of a “financial hardship” and the amount required to be distributed to meet the need created by the hardship will be made by the Committee (via the procedures established by the Committee) pursuant to the legal requirements imposed upon the Committee from time to time in making such determination. A withdrawal will be deemed to be a qualifying “financial hardship” withdrawal if the withdrawal is on account of any of the following:

- Unreimbursed or unreimbursable medical expenses incurred or to be incurred by the participant, his spouse, or his dependents (as defined by applicable law);

- The purchase (excluding mortgage payments) of the participant's principal residence;
- Payment of tuition and related educational fees, and room and board expenses, for the next 12 months of post-secondary education for the participant, his spouse, or his dependents (as defined by applicable law);
- The need to prevent eviction of the participant from his principal residence or the foreclosure on the mortgage of his principal residence;
- Burial or funeral expenses for the participant's deceased parent, spouse, children, or dependents (as defined by applicable law);
- Expenses for the repair of damage to the participant's principal residence that would qualify for the casualty deduction under section 165 of the Internal Revenue Code (but determined without regard to whether the loss is attributable to a federally declared disaster or whether it exceeds 10% of the participant's adjusted gross income); or
- Expenses and losses (including loss of income) incurred by the participant on account of a disaster declared by the Federal Emergency Management Agency (FEMA) under the Stafford Act if the participant's principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance.

In connection with a hardship withdrawal request, a participant is required to submit information to support that the withdrawal is on account of a qualifying "financial hardship." This information may need to include a copy of certain supporting documents. However, in many cases, and in accordance with IRS guidance, a participant may be permitted in the application process to provide just a summary of the information in the supporting documents. In that case, the participant will not be required to submit the underlying supporting documents, but must agree to retain such supporting documents and make them available at any time upon request.

Qualified Reservist Distributions

If a participant (by reason of being a member of a reserve component) is ordered or called to active duty for a period of at least 180 days (or indefinitely), the participant may take a "qualified reservist distribution" from his or her Before-Tax Account and/or Roth Account. The distribution must be made during the period beginning on the date of the order or call to active duty and ending at the close of the active duty period. The 10% early distribution penalty tax that normally applies to distributions made before age 59½ does *not* apply to a qualified reservist distribution. A qualified reservist distribution may be repaid to an IRA (without limiting the amounts that could otherwise be contributed to the IRA), so long as the repayment is made within two (2) years following the participant's completion of active duty.

Active Duty Deemed Severance Distributions

A participant who has been on active military duty for a period of more than 30 days will be considered to have terminated employment with the Company for purposes of Plan distributions and, therefore, can elect to take a distribution from his vested accounts. Some restrictions apply – for example, a participant cannot make additional Before-Tax Contributions or Roth Contributions for a period of six (6) months after the distribution. Unlike the qualified reservist distribution (discussed above), an active duty deemed severance distribution is subject to the 10% early distribution penalty tax (unless the participant is at least age 59½ or another exception applies). **NOTE:** If the requested distribution could be either a qualified reservist distribution (described above) or an active duty deemed severance distribution (described in this paragraph), the distribution will be treated as a qualified reservist distribution. For more information

about the qualified reservist distribution and the active duty deemed severance distribution, please contact Vanguard at 1-800-523-1188.

Restrictions on In-Service Withdrawals

In-service withdrawals are subject to the following restrictions:

- The in-service withdrawals described above must be made by executing and returning the appropriate form (via the procedures established by the Committee) within the time period prescribed by the Committee.
- A financial hardship withdrawal may be made only if the participant has taken all other available withdrawals (other than loans) under the Plan (and under any other plan maintained by the Company or its controlled group members in which he is a participant).
- A financial hardship withdrawal from a Participant's Before-Tax Account and/or Roth Account may not exceed the participant's Before-Tax Contributions and/or Roth Contributions, as applicable, to the Plan (determined by excluding certain amounts contributed to that account by the Company to satisfy certain nondiscrimination requirements under the Internal Revenue Code) and earnings on such contributions, less any previous withdrawals or distributions of those amounts.
- In no event may a financial hardship withdrawal exceed an amount the Committee determines is necessary for the hardship.
- Before a hardship withdrawal may be made, a participant must represent, in writing, that insufficient cash or other liquid assets are available to satisfy the financial need.
- No withdrawal may be made from a participant's account to the extent that the account has been pledged to secure a Plan loan.
- If an account from which a withdrawal is to be made is invested in more than one investment fund, the withdrawal will be made pro rata from each fund in which such account is invested.

LOANS

A participant may obtain a loan from the amount in his accounts in which he has a Vested Interest, subject to the following rules:

- All loans must be approved by the Committee (via the procedures established by the Committee) and must be in accordance with the Plan's Loan Policy.
- Loans are subject to certain administrative fees. Contact Vanguard to determine the current loan fees.
- Only one loan from the Plan may be outstanding at any time; however, a participant who (1) had more than one outstanding loan under the J.C. Ehrlich Profit Sharing and Retirement Savings Plan, the Bliss Pest Protection Services, LLC 401(k) Profit Sharing Plan, The Steritech Group 401(k) Plan, the Vector Disease Acquisition, LLC 401(k) Plan, or the Arrow Exterminating Co. Inc. 401(k) Plan or (2) had one loan outstanding under the Terminix Retirement Plan and one

loan outstanding under the Plan immediately prior to the merger of such applicable plan into this Plan may continue to have those loans remain outstanding after the plan merger.

- After a participant's loan has been repaid, the participant must wait at least 30 days before requesting a new loan.
- The minimum loan is \$1,000, and the maximum loan generally is the lesser of (1) \$50,000 (reduced by the participant's highest outstanding Plan loan balance in the preceding 12-month period), or (2) 50% of the participant's vested account value.
- Loans are generally repaid by irrevocable payroll deductions.
- If the participant is on an unpaid leave of absence, he may suspend his loan repayments for up to a year of his leave and, if he returns at or prior to the end of the one-year period commencing on the date of his leave, he may refinance his loan (including all accrued and unpaid interest) upon his return to a term that does not extend past the original term. Special rules may apply to a participant on military leave.
- Loans will bear interest in accordance with the Plan's Loan Policy (e.g., one percent above the prime rate of interest as quoted in the *Wall Street Journal* on the first business day of the month in which the loan is made). Contact Vanguard for information about the current interest rate applicable to a new loan.
- A loan (1) will require level amortization with payments at least quarterly, (2) will have a term of at least 6 months, (3) must be repaid in full no later than 5 years (15 years for a principal residence loan) from the date of the loan, and (4) will allow prepayment (partial or full) without penalty.
- A participant's outstanding loan (plus interest) shall become due and payable in full on the participant's termination of employment or death and may be repaid by the end of the applicable "cure period" (which cure period is 90 days in the case of a terminated or deceased participant).
- If a participant who has not terminated employment fails to make a loan repayment by its due date, the participant has the opportunity to cure the delinquency by the end of the applicable "cure period" (which cure period for a participant who remains employed is the end of the quarter following the quarter in which the payment was missed). If the missed payment is not made by the end of this cure period, the loan will be in default.
- A loan in default may be treated as a distribution from the Plan, and thus result in taxable income to the participant. In any event, the failure to repay a loan will reduce the benefit that a participant would otherwise be entitled to from the Plan.

CLAIMS REVIEW PROCEDURE

General Claims Review Procedure

In the event the Committee denies or modifies a claim for benefits under the Plan, the participant, his beneficiary, or a representative designated by the Participant or his beneficiary (the "claimant") will be notified in writing within 90 days of the date the claim is received by the Committee (except that the Committee may extend the deadline for an additional 90-day period, in which case the claimant will be

notified in writing prior to any deadline extension of the date of and reason for the extended deadline) of the following:

- The specific reason for the denial or modification;
- The Plan provisions upon which the denial or modification is based;
- Any additional material or information necessary to perfect the claim and the reasons why such material or information is necessary; and
- The Plan's claim review procedure, including the right to bring a civil action under ERISA.

In the event a claim is denied or modified and the claimant wishes to have the denial or modification reviewed, the claimant must submit a written request to the Committee for review of its initial decision within 60 days following receipt of the denial or modification. In connection with a review of the Committee's initial decision:

- The claimant will have the opportunity to submit written comments, documents, records, and other information relating to the claim for benefits;
- The claimant is entitled to receive, upon request and free of charge, access to or copies of any information relevant to the claim for benefits; and
- The Committee will consider all issues and comments submitted for review.

Within 60 days following the request for review, the Committee will, after a full and fair review, render its final decision in writing to the claimant stating specific reasons for its decision (except that the Committee may extend the deadline for an additional 60-day period, in which case the claimant will be notified in writing prior to any deadline extension of the date of and reason for the extended deadline). The Committee's deadline will be postponed if it requests more information from the claimant.

Notification of an adverse determination on review will include the following:

- The specific reason for the adverse determination;
- The Plan provisions upon which the adverse determination is based;
- A statement that the claimant is entitled to receive, upon request and free of charge, access to and copies of any information relevant to the claim for benefits; and
- A statement of the claimant's right to bring a civil action under ERISA.

NOTE: If a claimant does not comply with the Plan's claims review procedures—or does not do so in a timely manner—the claimant will have failed to exhaust his administrative remedies and may not commence any legal or equitable action in court claiming benefits under the Plan.

Modified Claims Review Procedure for Certain Disability Claims

With respect to a claim for a benefit that is conditioned on a showing of disability, the general claims review procedures described above will apply in most cases. However, in any case in which the disability determination is made by the Committee (rather than by a third party such as the Social Security

Administration or a long-term disability plan), the following modifications to the general claims review procedures will apply:

- In the event the Committee denies or modifies the claim for disability benefits under the Plan, the claimant will be notified in writing within *45 days* of the date the claim is received by the Committee (except that the Committee may twice extend the deadline for 30-day periods, in which case the claimant will be notified in writing prior to any deadline extension of the date of and reason for the extended deadline). If the Committee requires an extension because it needs more information from the claimant to review the claim, the notice of extension provided to the claimant will describe the required information, and the claimant will have at least 45 days to provide the information. The Committee's deadline will be postponed if it requests more information from the claimant.
- Notification of a denial or modification of the disability claim will include the information described above under the general claims review procedures as well as the following additional information:
 - If the denial or modification is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to the claimant's medical circumstances, or a statement that such explanation will be provided free of charge to the claimant upon request;
 - Either (1) the specific internal rules, guidelines, protocols, standards, or other similar criteria of the Plan relied upon in making the denial or modification or (2) a statement that such rules, guidelines, protocols, standards, or other similar criteria of the Plan do not exist; and
 - A discussion of the decision, including an explanation of the basis for disagreeing with or not following: (1) the views presented by the claimant to the Committee of health care professionals treating the claimant and vocational professionals who evaluated the claimant, (2) the views of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with the denial or modification of the claimant's claim, without regard to whether the advice was relied upon in making the denial or modification, and (3) a disability determination made by the Social Security Administration regarding the claimant and presented by the claimant to the Committee; and
 - A statement that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all information relevant to the claimant's claim for benefits.
- The time within which a claimant must submit a written request to the Committee for review of a denied or modified disability claim is *180 days* following the claimant's receipt of the initial denial or modification.
- In connection with a review of the initial decision on a disability claim, the following procedures apply in addition to the procedures described above under the general claims review procedures:
 - The person who conducts the review will not have participated in the initial benefit determination and will not be a subordinate of anyone who participated in the initial benefit determination;
 - The review will not afford deference to the initial claim determination;

- If the initial claim was denied or modified based in whole or in part on medical judgment, including determinations with regard to whether a particular treatment, drug, or other item is experimental, investigational, or not medically necessary or appropriate, the claim review will include consultation with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment and who was not, and is not the subordinate of someone who was, consulted in connection with the initial claim determination; and
 - The Committee will identify any medical or vocational experts whose advice was obtained in connection with the initial benefit determination and provide such information to the claimant upon request.
 - Before issuing an adverse determination on review, the Committee will, free of charge and as soon as possible (and sufficiently in advance of the date notice of the adverse determination on review is required to be provided, as described below, so as to give the claimant a reasonable opportunity to respond), provide the claimant with the following:
 - Any new or additional evidence considered, relied upon, or generated by the Plan or the Committee (or at the direction of the Plan or the Committee) in connection with the applicable claim being reviewed; and
 - Any new or additional rationale on which the Committee intends to base a denial or modification of the claim on review.
- Within *45 days* following the request for review, the Committee will, after a full and fair review, render its final decision on the disability claim in writing to the claimant stating specific reasons for its decision (except that the Committee may extend the deadline for an additional 45-day period, in which case the claimant will be notified in writing prior to any deadline extension of the date of and reason for the extended deadline). The Committee's deadline will be postponed if it requests more information from the claimant.
- Notification of an adverse benefit determination on review with respect to the disability claim will include the information described above under the general claims review procedures as well as the following additional information:
- If the adverse determination is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to the claimant's medical circumstances, or a statement that such explanation will be provided free of charge to the claimant upon request;
 - Either (a) the specific internal rules, guidelines, protocols, standards, or other similar criteria of the Plan relied upon in making the adverse determination or (b) a statement that such rules, guidelines, protocols, standards, or other similar criteria do not exist;
 - A discussion of the decision, including an explanation of the basis for disagreeing with or not following: (a) the views presented by the claimant to the Committee of health care professionals treating the claimant and vocational professionals who evaluated the claimant, (b) the views of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with the denial or modification of the claimant's benefit claim, without regard to whether the advice was relied upon in denying or modifying the claim on review,

and (c) a disability determination made by the Social Security Administration regarding the claimant and presented by the claimant to the Committee; and

- A description of the applicable contractual limitations period for the claimant to bring an action under section 502(a) of ERISA, including the calendar date on which the contractual limitations period expires.
- For a disability claim, in the event an error occurs in connection with the Plan's compliance with the provisions of these claims procedures that are mandated by law, if and to the extent required by applicable law:
- The claimant will be permitted to request a written explanation of the error from the Plan;
 - Any applicable explanation will be provided by the Plan within 10 days, and such explanation will include a specific description of the Plan's bases, if any, for asserting that the error should not cause the administrative remedies under the Plan to be deemed exhausted; and
 - If a claimant requests immediate judicial review without exhausting the Plan's administrative remedies on the basis of such an error and the court rejects such request, the claimant's claim will be considered re-filed on appeal upon the Plan's receipt of the decision of the court, and within a reasonable time after the receipt of such decision, the Committee will provide the claimant with notice of the resubmission.

MISCELLANEOUS PLAN INFORMATION

No Assignment of Benefits

Neither the participant, his spouse, nor his beneficiary may assign, pledge, encumber, or otherwise transfer any of his right or interest of any kind in his benefits. However, the Committee will comply with the terms of any "qualified domestic relations order" as required by applicable law. Plan participants and beneficiaries may obtain, without charge, a copy of the Plan's procedures governing qualified domestic relations orders by submitting a written request to the Committee.

Participant's and Beneficiary's Addresses

Each participant must keep on file with the Committee (or its designated agent) the participant's current mailing address and the current mailing address of the participant's designated beneficiary. If a participant fails to keep the Committee (or its designated agent) informed of the applicable current mailing addresses, neither the Committee, the Company, nor any fiduciary under the Plan will be responsible for any late or lost payment of a benefit or for failure of any notice to be provided timely under the terms of the Plan.

Administrative Fees

Much of the cost of administering the Plan is paid by the Company. However, as permitted by law, some of the Plan administrative fees are allocated to participants and paid from the participants' Plan accounts.

Participants will be provided an annual statement with additional information about administrative fees that may be charged against participant accounts. Each Plan participant will also receive a statement of the administrative fees actually charged to his or her account on a quarterly basis.

USERRA

If a participant is on qualified military leave under the Uniformed Services Employment and Reemployment Rights Act of 1994 (“USERRA”), special Plan provisions apply. For example, the participant on USERRA leave may be able to postpone payment of his loan, may be entitled to vesting service for the period of USERRA leave if the participant returns to active employment, and upon the participant’s return to the Company, may be entitled to make up contributions missed during the period of USERRA leave. A participant on USERRA leave will be informed of these special provisions.

Top-Heavy Plan

Certain provisions of the Plan are required by law to take effect automatically if the Plan is classified as “top-heavy.” A top-heavy plan is one in which the sum of the account balances of certain “key employees” (as defined in the Internal Revenue Code) exceeds 60% of the sum of the account balances of all employees. Participants will be notified by the Committee if the Plan becomes top-heavy.

If the Plan is determined to be top-heavy for a Plan Year, the Company will be required to make a minimum contribution to the Plan on behalf of each participant who is not a key employee and is employed by the Company on the last day of the Plan Year to which the top-heavy determination applies. The minimum contribution for each such participant will be the lesser of (1) 3% of such participant’s “remuneration” (as defined in the Plan) or (2) a percentage equal to the largest percentage of “remuneration” (as defined in the Plan) contributed on behalf of any key employee.

AMENDMENT AND TERMINATION

The Plan may be amended or terminated at any time by Rentokil North America, Inc. in its discretion for any or no reason. If contributions to the Plan are permanently discontinued, or if the Plan is terminated or partially terminated (as determined by the Committee) with respect to a participant’s interest, the affected participant will be 100% vested in his accounts. If the Plan is terminated, any unallocated contributions and forfeitures will be allocated among the participants’ accounts, and net income will continue to be allocated until the balances of the accounts are distributed. Plan termination insurance under Title IV of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”) does not apply to this Plan because the participants’ interests are maintained in individual accounts.

ERISA RIGHTS

The Plan participants are entitled to certain rights and protections under ERISA.

Receiving Information about the Plan and Benefits

ERISA provides that all Plan participants are entitled to:

- Examine, without charge, at the Committee’s office and at other specified locations, such as work sites and union halls, all documents governing the Plan and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Committee, copies of documents governing the operation of the Plan and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Committee may impose a reasonable charge for the copies.

- Receive a summary of the Plan's annual financial report. The Committee is required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling the participant of his vested rights under the Plan. If the participant does not have any vested rights, the statement will tell the participant how many more years he has to work to get vested rights. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of employee benefit plans. The people who operate the Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of the Plan participants and beneficiaries. No one, including the employer, may fire the participant or otherwise discriminate against the participant in any way to prevent him from obtaining a benefit or exercising his rights under ERISA.

Enforcement of Participants' Rights

If a participant's claim for a benefit is denied or ignored, in whole or in part, the participant has a right to know why this was done, to obtain copies of documents relating to the decision (without charge), and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps a participant may take to enforce the above rights. For instance, if a participant requests a copy of Plan documents or the latest annual report from the Plan and does not receive them within 30 days, the participant may file suit in a federal court. In such a case, the court may require the Committee to provide the materials and pay the participant up to \$110 a day until the participant receives the materials, unless the materials were not sent because of reasons beyond the control of the Committee. If the participant has a claim for benefits that is denied or ignored, in whole or in part, the participant may file suit in a state or federal court. In addition, if the participant disagrees with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, the participant may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if the participant is discriminated against for asserting his rights, the participant may seek assistance from the U. S. Department of Labor, or the participant may file suit in a federal court. The court will decide who should pay court costs and legal fees. If the participant is successful, the court may order the person the participant sued to pay these costs and fees. If the participant loses, the court may order the participant to pay these costs and fees (for example, if it finds that his claim is frivolous).

Assistance with Participants' Questions

If a participant has any questions about the Plan, the participant should contact the Committee. If the participant has any questions about this statement or about his rights under ERISA, or he needs assistance in obtaining documents from the Committee, the participant should contact the nearest area office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in the telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. The participant may also obtain certain publications about his rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

OTHER PLAN FACTS

- ***Fiscal Year of Plan:*** January 1 through December 31.
- ***Type of Plan:*** 401(k) defined contribution plan.
- ***Plan No.:*** 005
- ***Plan Sponsor:*** Rentokil North America, Inc.
1125 Berkshire Blvd., Suite 150
Reading, PA 19610
Employer I.D. No.: 23-1568350
- ***Plan Administrator:*** Administrative Committee
Rentokil Initial USA 401(k) Plan
1125 Berkshire Blvd., Suite 150
Reading, PA 19610
Telephone Number: (610) 372-9700

The Plan is administered pursuant to the provisions of the Plan documents.
- ***Funding Medium:*** Plan assets are held in a trust fund by the Trustee.
- ***Trustee:*** Vanguard Fiduciary Trust Company
P.O. Box 1101
Valley Forge, PA 19482
- ***Agent for Service of Legal Process:*** The Plan Sponsor or the Plan Administrator. Process may be served at the addresses specified above.
- ***Other Employers:*** A complete list of all employers that are participating employers in the Plan may be obtained upon written request to the Committee and is available for inspection at the office of the Committee.

For additional information regarding Plan procedures, including procedures for enrollment, making a rollover contribution, designating a beneficiary, and taking an in-service withdrawal or a loan from the Plan, visit the Vanguard website at <https://retirementplans.vanguard.com> or call Vanguard's toll-free number at 1-800-523-1188.

APPENDIX A

SUMMARY PLAN DESCRIPTION RENTOKIL INITIAL USA 401(k) PLAN

Additional Provisions For Grandfathered Money Purchase Participants

Form of Payment of Plan Benefits for Grandfathered Money Purchase Participants

This Appendix A applies only to participants in the Rentokil Initial USA 401(k) Plan who are “Grandfathered Money Purchase Participants.” For purposes of this Appendix A, a “Grandfathered Money Purchase Participant” means (1) a participant who had an account balance in the Rentokil Employee Money Purchase Pension Plan at the time that such plan was merged into this Plan, and/or (2) a participant who had certain money purchase pension amounts in the Western Exterminator Company Employees’ 401(k) Profit Sharing Plan at the time that such plan was merged into this Plan.

If a Grandfathered Money Purchase Participant is married on his Benefit Commencement Date, his benefit will be paid in the form of a 50% joint and survivor annuity unless he elects not to receive that form of payment by timely executing and filing the prescribed form with the Committee prior to his Benefit Commencement Date. Any election not to receive the joint and survivor annuity form will not be effective unless the participant’s spouse consents to such election in writing and such consent is witnessed. If the joint and survivor annuity form is in effect, a participant’s benefit will be used to purchase a commercial annuity payable for his life with a survivor annuity for the life of his spouse, which survivor annuity will be 50% of the amount of the annuity payable during the joint lives of the participant and his spouse. A 100% joint and survivor annuity for the joint lives of the participant and his spouse (which will be equal in value to the automatic 50% joint and survivor annuity) or a 75% qualified optional survivor annuity for the joint lives of the participant and his spouse (which will be equal in value to a single life annuity for the life of the participant) may also be elected.

If a Grandfathered Money Purchase Participant is unmarried on his Benefit Commencement Date, his benefit will be paid in the form of a life annuity unless he elects not to receive that form of payment by timely executing and filing the prescribed form with the Committee prior to his Benefit Commencement Date. If the life annuity is in effect, the participant’s benefit will be used to purchase a commercial annuity payable for the participant’s life.

If the participant elects not to take payments in the joint and survivor annuity form or life annuity form, whichever is applicable, the participant may elect to have his benefit paid in a single lump sum, in installment payments, or in partial withdrawals, in each case as (and subject to the conditions and limitations) described in the body of the Summary Plan Description.

If a Grandfathered Money Purchase Participant dies while employed and is married, the participant’s death benefit will be paid to his spouse in the form of a survivor annuity, unless the participant elects not to provide that form of payment by timely executing and filing the prescribed form with the Committee designating some other beneficiary or form of payment. A participant may make this election at any time, but, if the participant makes the election before the first day of the Plan Year in which he reaches age 35, the election will become invalid as of such date and it will be necessary for the participant to make a new election. No election will be effective unless the participant’s spouse has consented to such election in writing and such consent was witnessed.

If the survivor annuity form is in effect, the participant's benefit will be used to purchase a commercial annuity payable for the life of his spouse. However, the participant's surviving spouse may elect to receive payment of such death benefit in a single lump sum, in installment payments, or in partial withdrawals, in each case as (and subject to the conditions and limitations) described in the body of the Summary Plan Description.

If a participant dies while employed and either is not married or elects not to take payment in the form of a survivor annuity, the participant's designated beneficiary may elect to receive the participant's death benefit in a single lump sum, in installment payments, or in partial withdrawals, in each case as (and subject to the conditions and limitations) described in the body of the Summary Plan Description. If the participant dies after termination of his employment while entitled to a benefit from the Plan but before any amounts have been paid, or irrevocably committed to be paid, to provide the participant's benefit, the benefit to which the participant was entitled will be paid as described above as if the participant had died while employed by the Company.

If the value of the participant's Accounts does not exceed \$5,000 (including Rollover Contributions), the participant's benefit will always be distributed to his surviving spouse or other designated beneficiary in a lump sum cash payment as soon as administratively feasible after his date of death.