



Your Total Rewards at ADT

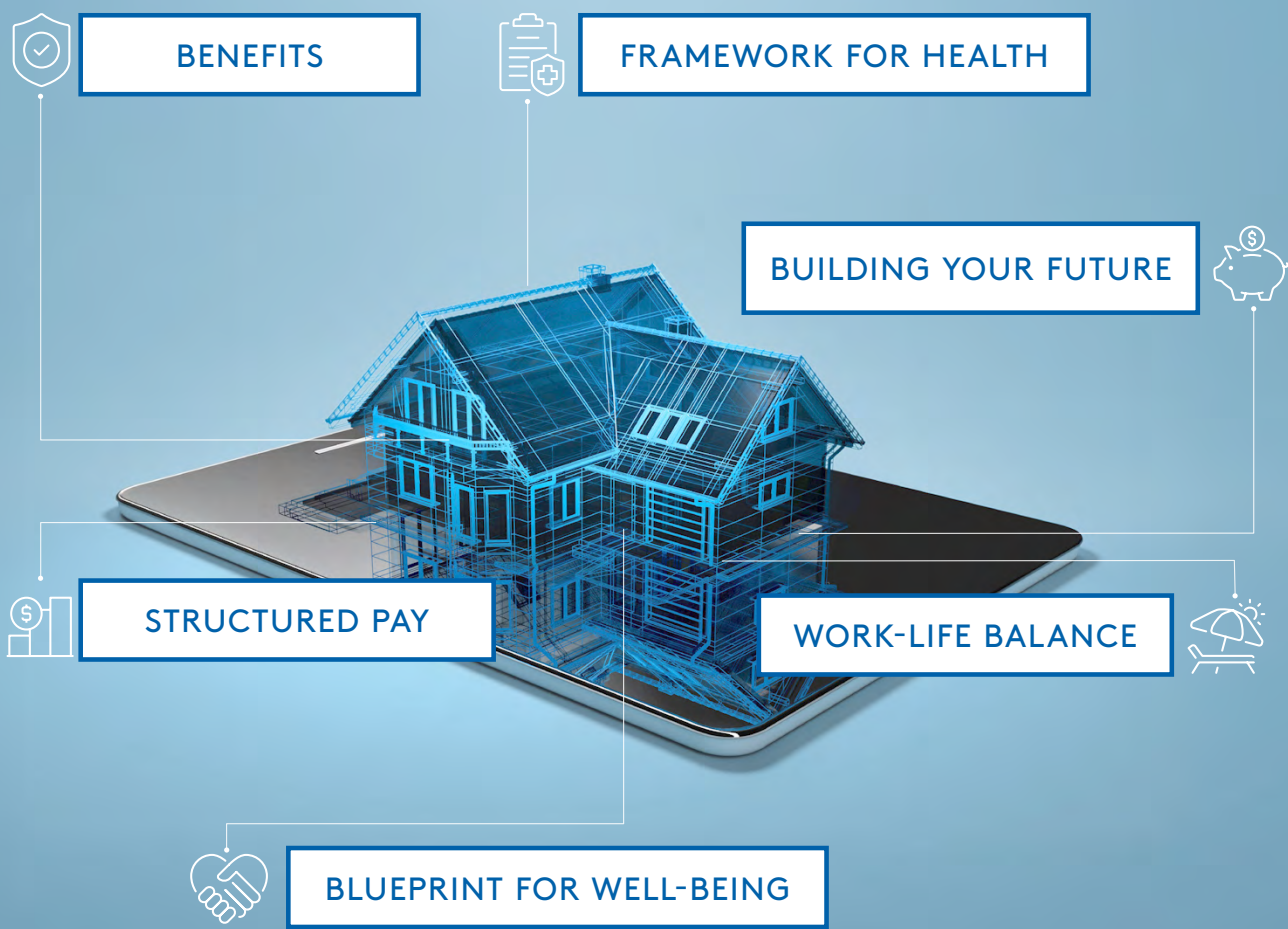
What Matters Most to You?

ADT offers comprehensive compensation, benefits and resources designed to provide support throughout the moments and milestones that matter most. Our Blueprint for Your Well-Being focuses on delivering benefits that make a difference in your daily life, including access to quality health and well-being coverage, financial well-being resources and retirement savings options to support your future.

In addition, ADT provides training, networking and development resources, along with performance feedback and coaching to support your growth. ADT also offers an employee listening platform, designed to help create an environment that promotes high levels of employee engagement and retention. This document provides a high-level overview of the various Total Rewards programs available to ADT employees.

Blueprint to Your Best Self

Roll over the buttons below to learn what is covered in each section. Click on the button to jump to the corresponding page!





Benefits: Coverage for What Matters Most

ADT's benefits program provides coverage and resources to support your physical, financial, emotional and social well-being — regardless of where you are in life.

Eligibility

In general, you are eligible for the benefits described here if you are regularly scheduled to work at least 30 hours per week. You may also enroll eligible dependents for certain coverage, including your spouse or domestic partner and children under age 26.

When Coverage Begins

Coverage for most benefits begins the first of the month following 31 days from your date of hire or date you become eligible for certain benefits.

Learn more [here](#).

Coverage and Programs

ADT provides some coverage and access to programs automatically, at no cost to you.

- Basic Life and Accidental Death & Personal Loss Insurance
- Business Travel Accident Insurance
- Compass, ADT's Employee Assistance Program (EAP)
- ADT Balance Well-Being Program
- Financial Well-Being
- Health Advocacy
- Core Vision Plan Offered by XP Health
- Paid Time Off (PTO)
- Short-Term Disability*
- Family Support Benefits
- Discount Programs

You have the option of electing additional coverage.

ADT pays a portion of the cost for medical, prescription drug and vision insurance; other coverage is available to you with the advantage of group rate discounts. The amount you pay is based on the benefits you elect, the dependents you cover and your salary (or target benefit basis for employees who earn commissions).

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|---|---|
| • Medical and Prescription Drug | • Supplemental Accidental Death & Personal Loss Insurance |
| • Dental | • Auto and Home Insurance |
| • Vision | • Pet Insurance |
| • Accident Insurance | • Pet Discount Program |
| • Critical Illness Insurance | • Identity Protection |
| • Hospital Indemnity Insurance | • Legal Assistance |
| • Spending and Savings Accounts | • 401(k) Savings Plan with 5% Company Match |
| • Long-Term Disability | |
| • Supplemental Life Insurance with Optional Long-Term Care Coverage | |





A Framework for Your Health

Coverage for the care you need — and tools to help you make the most of it.

ADT offers medical, prescription drug, dental and vision coverage, along with programs designed to help you make informed healthcare decisions and get more value from your benefits.

Medical and Prescription Drug

Choose from medical plan options designed to give you flexibility and comprehensive coverage.

- **Credence Blue Cross and Blue Shield:** PPO and High Deductible Health Plan options, with prescription drug coverage through Express Scripts.
- **Surest:** PPO option through UnitedHealthcare, with prescription drug coverage through Express Scripts.
- **Kaiser Permanente:** HMO and High Deductible Health Plan options with prescription drug coverage through Kaiser; available to employees who reside in California.
- Virtual care is available through **Doctor On Demand**.
- Additional programs, including **Price Assure** and **Save One SP**, can help you save on prescription medications.

Get More from Your Healthcare with Garner

Find high-quality care and make the most of your healthcare dollars.

Garner helps you find high-quality, cost-effective doctors and healthcare providers based on your specific needs. By choosing providers recommended through Garner, you may be able to save money while receiving quality care.

Plus, you may be eligible for Financial Incentive dollars when you seek care from a Garner provider.

Dental and Vision

Dental

Choose from three dental options through **Delta Dental**. All plans cover preventive services at 100% and pay a portion of other eligible services, subject to applicable deductibles and plan provisions.

Vision

Choose from three vision plans — two through **XP Health** and one through **EyeMed**.

Additional Health Support

Supplemental Medical Coverage

Accident Insurance, Critical Illness Insurance and Hospital Indemnity Insurance provide additional financial protection when unexpected health events occur. Each can pay a cash benefit to help with expenses related to an accident, serious health condition or hospital stay.

Spending and Savings Accounts

Use pre-tax dollars to pay for eligible expenses through the Health Care Flexible Spending Account (FSA) and Dependent Care FSA. If you enroll in a High Deductible Health Plan, you can also contribute to a Health Savings Account (HSA), which includes ADT contributions subject to applicable plan limits.

Personalized Support for Managing Diabetes

If you're enrolled in a Credence or Surest medical plan and have been diagnosed with type 2 diabetes or pre-diabetes, Virta can provide personalized support. If you're eligible to participate, Virta will reach out to you.

More Health Resources

Credence, Surest and Kaiser medical plan participants have access to additional health resources, including support for chronic conditions, help understanding a diagnosis or claims, and virtual care options.



Building a Plan for Your Future

Whether you're focused on managing today's needs or planning for the future, ADT offers resources and benefits to help support your financial goals.

401(k) Savings Plan

Save for your future with the help of the 401(k) Savings Plan. When you contribute (pre-tax, Roth or after-tax), ADT contributes \$0.50 for every dollar you contribute, up to the first 5% of your eligible pay on a per-paycheck basis. We provide an additional equal contribution after year-end if you meet certain eligibility conditions.



Financial Well-Being

These tools and resources from ADT support your financial well-being:

- **Caregiving Resources:** Help you care for those you love.
- **Education Assistance:** Access up to **\$5,250 of tuition reimbursement annually**, from college test prep and admissions counseling to student loan origination and refinancing. We also offer tuition discounts for the University of Phoenix and Lynn University, and student loans and other products from SoFi.
- **Financial Services:** Get help with a variety of financial services, such as mortgage purchasing and refinancing, money management, credit counseling and debt management.
 - **Addition Wealth:** Get free, unlimited 1:1 sessions with certified financial planners who can answer questions about your benefits and other personal finance topics.
 - **Magellan Money Coach:** Access financial wellness resources and support to help you manage your finances, build healthy financial habits and work toward your goals.
- **Homeowner Help:** Take advantage of professional referral services.
- **Tax Services:** Receive estate planning and tax preparation services.





A Framework for Work-Life Balance

Time Away When You Need It

Take time away from work when you need to — such as to care for yourself or a family member in the event of a serious health condition — or to simply recharge with some down time. ADT offers leaves of absence, disability coverage (Short-Term* and Long-Term), Family/Medical leave (including paid parental leave*), military leave, six paid holidays, vacation days and the option to purchase additional Paid Time Off (PTO).

Protection for the People Who Matter Most

Life and Accident Insurance can protect you and your family from financial hardship due to death or serious injury.

ADT automatically provides Basic Life Insurance coverage equal to your base annual salary (or target benefit basis for employees who earn commissions). Additional coverage for yourself and your dependents at discounted group rates is available, including a plan with optional long-term care coverage.

ADT also automatically provides basic accident insurance equal to your base annual salary (or target benefit basis for employees who earn commissions), which pays a benefit if you die or are seriously injured. Like life insurance, you get discounted group rates on additional protection for yourself and your dependents.

Separately, you have an automatic level of protection if you die or are injured in an accident while traveling on company business.

Support for Your Family

ADT offers benefits and resources to support you if you're starting or raising a family. These include paid parental leave,* reimbursement of adoption costs (up to \$5,000 per child), infertility and maternity programs, childcare discounts and resources for parents raising a child with learning or behavioral challenges.

Other Perks

As an ADT employee, you can purchase coverage and take advantage of discounts to round out your protection.

- **Legal Coverage:** If you enroll in the ARAG Ultimate Advisor Plus Plan, you and your dependents, parents and grandparents receive legal services coverage.
- **Wishbone Total Pet Plan Allows for Affordable Pet Care.** Save 25% on eligible veterinary services, plus enjoy pharmacy discounts, virtual vet care, Pet ID & Recovery and more. All pets are eligible, including those with preexisting conditions.
- **Identity Theft Protection through Norton LifeLock.** Help protect your identity, credit and financial accounts with monitoring and support designed to help combat identity theft and related fraud.

Visit the myRewards EXTRAS link on the Benefits Enrollment Platform, where you will be able to compare discounts and auto and home insurance quotes from industry-leading providers, shop for pet insurance, and take advantage of the Corestream discount program. Additionally, you can explore Purchasing Programs, which allow you to buy now and pay over time, directly through payroll deduction.

You also have access to savings on cell phone service, employee discounts (including on ADT services and products) and a credit union.





Blueprint for Your Well-Being

Well-being looks different for everyone. Whether you're focused on your physical health, managing stress, balancing work and family responsibilities or simply finding more time for yourself, ADT offers resources to help you feel your best.

Explore the programs below to find support that fits your needs and the things that matter most to you.

ADT Balance

Make time for what matters most.

Through **ADT Balance**, available through WebMD, you can access activities, resources and tools designed to support your overall well-being.

Earn Healthy Rewards Cash.

You can earn up to \$400 in **Healthy Rewards Cash**, and your enrolled spouse/domestic partner can earn up to \$200.

Save on your medical deductions.

You and your enrolled spouse/domestic partner can also each earn a \$25 monthly discount on medical deductions for the following year by completing an online Health Assessment and annual physical by July 31.

Compass Employee Assistance Program (EAP)

Support when life gets challenging.

Everyone experiences challenges from time to time. **Compass EAP** provides confidential support and resources to help you navigate personal, family and work-related concerns.

You and your eligible family members can access resources designed to help with issues such as stress, relationships, emotional well-being, family concerns, work-life challenges and other everyday situations.

RethinkCare

Practical support for work and family life.

Whether you're managing workplace demands or parenting challenges, **RethinkCare** provides expert support and practical tools to help you navigate everyday challenges.

Available at no cost and without a diagnosis, RethinkCare gives you access to consultations with workplace and parenting experts, guidance for strengthening communication with colleagues and children, and tools to help manage daily routines and reduce stress.

More Resources for Your Well-Being

ADT offers additional resources and programs to support your health and well-being throughout the year.

Explore your available benefits and take advantage of the resources that can help you focus on what matters most to you.





Structured Pay for Performance

Your Career. Your Growth. Your Future.

ADT provides competitive compensation and programs designed to recognize performance and support your continued growth. Our pay for performance culture allows us to differentiate and reward employees who are leading the way for ADT to deliver on our financial targets and who also demonstrate behaviors aligned to our BLUE Cultural Markers.

ADT offers:

- Industry-competitive wages
- Performance-based increases (for eligible participants)
- Incentive and bonus pay (for eligible participants)
- Recognition for employee efforts and achievements in ways that reflect their career preferences
- Clear linkage between performance and rewards
- Focus on career development



Make the Most of What ADT Offers

Your benefits, resources and rewards are designed to support you throughout the moments that matter — today and in the future.

Explore your available benefits and take advantage of the programs and resources that can help you focus on **What Matters Most**.

Learn More

New or newly eligible employees will receive an enrollment package at their home address on file.

The package will include details about your benefit options and cost for coverage, as well as information on enrolling.

- ADT candidates, spouses/domestic partners or those not on the ADT network, visit **MyADTRewards.com**; use the passcode, **secure**.
- ADT employees, visit **Horizon** to access the Benefits Enrollment Platform, where you can review your options, make your elections and get personalized enrollment support.



*Eligibility begins after one year of service. For Paid Parental Leave, new maternal, paternal and adoptive parents will have four weeks of leave at 60% of their base pay rate.

This summary highlights certain provisions of the benefit plans available to eligible employees of ADT effective Jan. 1, 2027. It is meant to provide only a very brief overview of these benefits, which are made available to eligible employees and their eligible dependents. Should any questions ever arise about eligibility or the nature and extent of these benefits, the formal language of the respective documents as construed and interpreted by the company will govern. ADT reserves the right to amend, modify, suspend or terminate these plans in whole or in part, at any time and for any reason, by action of the company to the extent permitted by law.

January 2027

