ADT INC.

AMENDED & RESTATED COMPENSATION COMMITTEE CHARTER

July 23, 2026

I. Purpose

The Compensation Committee (the "Committee") of the Board of Directors of ADT Inc., a Delaware corporation (the "Company"), shall have responsibility for reviewing and recommending to the independent members of the Board for approval the compensation of the Company's Chief Executive Officer (the "CEO"), reviewing and approving the compensation of the Company's other executive officers, as determined from time to time by the Board, and overseeing incentive compensation, equity-based compensation, and pension plans as further provided in this Charter.

II. Organization

The Committee shall consist of three or more directors, each of whom shall satisfy the applicable independence and other compensation committee membership requirements of the Company's Board Governance Principles, the New York Stock Exchange (the "Exchange") and any other applicable regulatory requirements. All members of the Committee shall also qualify as "non-employee directors" under Rule 16b-3 of the Securities Exchange Act of 1934, as amended (the "Exchange Act").

Additionally, at least one member of the Committee shall have experience in matters relating to executive compensation either as a professional or as a business executive. The Committee also shall not consist of any members who are employed by another entity where the Company's current executive officers served on such entity's compensation committee or board at any time during the past three years.

Members of the Committee shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee and may be removed, with or without cause, by the Board at any time. The members of the Committee shall serve until such member's successor is duly designated or until such member's earlier resignation or removal. The Committee's chairperson shall be designated by the Board on the recommendation of the Nominating and Corporate Governance Committee or, if not so designated, the members of the Committee shall elect a chairperson by a vote of the majority of the full Committee.

The Committee may form and delegate authority to subcommittees when appropriate, provided that the subcommittees consist of one or more members of the Committee and are composed entirely of directors who satisfy the applicable independence requirements of the Company's Board Governance Principles and the Exchange.

III. Meetings

The Committee shall meet as often as may be deemed necessary or appropriate in its judgment, either in person, by video-conference, telephonically, or by other electronic means to the extent permitted by the Company's organizational documents and applicable law, and at such times and places as the Committee shall determine. A majority of the total number of members of the Committee shall constitute a quorum at all Committee meetings. The Committee shall make regular reports to the Board with respect to its activities. Meetings shall be called by the chairperson of the Committee or, if there is no chairperson, by a majority of the members of the Committee. Minutes of each meeting will be kept with the regular corporate records. All actions and decisions of the Committee shall require the affirmative vote of a majority of the members then serving on the Committee. Committee actions may be taken by unanimous written consent.

IV. Authority and Responsibilities

To fulfill its responsibilities, the Committee shall:

1. Review and determine the Company's compensation strategy to ensure it is appropriate to attract, retain, and motivate senior management and other key employees.

2. Review and determine the Company's executive compensation philosophy, policies, and programs that in the Committee's judgment support the Company's overall business strategy and review and discuss, at least annually, the material risks associated with executive compensation structure, policies and programs to determine whether such structure, policies and programs encourage excessive risk-taking and to evaluate compensation policies and practices that could mitigate any such risk.

3. On an annual basis, review and approve the corporate goals and objectives relevant to the compensation of the Company's CEO, evaluate the CEO's performance in light of those goals and objectives and recommend to the independent members of the Board for approval the CEO's compensation for the upcoming year based on this evaluation. In evaluating and recommending the long-term incentive component of CEO compensation, the Committee may consider, among such other factors as it may deem relevant, the Company's performance, shareholder returns, the value of similar incentive awards to executive officers at comparable companies, the value of similar awards given to other executive officers of the Company, the results of the most recent shareholder advisory vote on executive compensation required by Section 14A of the Exchange Act (the "Say-on-Pay Vote"), and the awards given to the executive officer in past years. The CEO shall not be present during voting or deliberations relating to his or her compensation.

4. On an annual basis, review and approve the corporate goals and objectives relevant to the compensation of the Company's other executive officers, evaluate the executive officers' performance in light of those goals and objectives and determine and approve executive officer compensation based on this evaluation. In evaluating, determining and approving the long-term incentive component of executive officer compensation, the Committee may consider, among such other factors as it may deem relevant, the Company's performance, shareholder returns, the value of similar incentive awards to executive officers at comparable companies, the value of similar awards given to other executive officers of the Company, the results of the most recent Say-on-Pay Vote and the awards given to the executive officer in past years. No executive officer may be present during voting or deliberations relating to his or her compensation.

5. Review and approve the Company's incentive compensation, equity-based and pension plans. With respect to each such plan, the Committee shall have responsibility for:

    (a) administering the plan;

    (b) setting performance targets under all annual bonus and long-term incentive compensation plans as appropriate and committing to writing any and all performance targets for executive officers who may be "covered employees" under applicable laws and regulations;

    (c) if called for by the plan, certifying that any and all performance targets used for any performance-based equity compensation plans have been met before payment of any executive bonus or compensation or exercise of any executive award granted under any such plans, or, as determined to be appropriate by the Committee in its sole discretion, requiring the recovery of compensation previously paid to current or former employees under any of the Company's plans;

    (d) approving all amendments to, and terminations of, all compensation plans and any awards under such plans;

    (e) granting any awards under any performance-based annual bonus, long-term incentive compensation and equity compensation plans to executive officers or current employees with the potential to become the CEO or an executive officer, including stock options and other equity rights (e.g., restricted stock, stock purchase rights); provided, however, that when necessary for purposes of Rule 16b-3 under the Exchange Act, the Board shall ratify equity grants awarded by the Committee;

    (f) approving which executive officers are entitled to awards under the Company's stock option plans; and

    (g) approving repurchases of securities from terminated employees.

    In reviewing the Company's incentive compensation, equity-based and pension plans, the Committee may consider the plan's administrative costs, current plan features relative to any proposed new features, the results of the most recent Say-on-Pay Vote and the performance of the plan's internal and external administrators if any duties have been delegated.

6. Periodically review and approve the Company's stock ownership guidelines for Executive Officers, approve amendments or exceptions thereto as the Committee deems appropriate, and annually assess compliance with such guidelines.

7. Review and approve any employment agreement or compensatory transaction with an executive officer of the Company (the "<u>Executive Officer Arrangements</u>") involving compensation in excess of $120,000 per year. To the extent a subsidiary of the Company administers or is the obligor under an Executive Officer Arrangement, the Committee shall review and approve such subsidiary's authority to enter into new or modify existing

Executive Officer Arrangements prior to the effectiveness thereof. No member of the Committee will act to fix his or her own compensation except for uniform compensation to directors for their services as directors.

8. Establish and periodically review policies concerning perquisite benefits.

9. Determine and approve the Company's policy with respect to change-of-control or "parachute" payments. In determining and approving the Company's policy with respect to change of control or "parachute" payments, the Committee may consider, among such other factors as it may deem relevant, the results of the most recent Say-on-Pay Vote on "parachute" payments, if any.

10. Review and approve executive officer and director indemnification and insurance matters.

11. Approve compensation awards, including individual awards, as may be required to comply with applicable tax and state corporate laws.

12. Review the Company's compensation disclosures in its annual proxy statement and its Annual Report on Form 10-K filed with the SEC. Review and discuss the Company's Compensation Discussion and Analysis ("CD&A") with management and based on such review and discussion, determine whether to recommend to the Board that such compensation disclosures and CD&A be disclosed in the Company's Annual Report on Form 10-K or annual proxy statement filed with the SEC, as applicable. The Committee shall disclose whether any Committee member was also, during the same fiscal year, an officer or employee of the Company, was formerly an officer of the Company or was involved in a Related Person Transaction (as such term is defined in the Company's Related Person Transaction Policy).

13. Review and recommend to the Board for approval the frequency with which the Company will conduct Say-on-Pay Votes, taking into account the results of the most recent shareholder advisory vote on frequency of Say-on-Pay Votes required by Section 14A of the Exchange Act, and review and make recommendations to the Board with respect to the proposals regarding the Say-on-Pay Vote and the frequency of the Say-on-Pay Vote to be included in the Company's proxy statement filed with the SEC.

14. Review the Company's responses to shareholder proposals, if any, relating to compensation matters.

15. Prepare any report required by applicable rules and regulations or listing standards, including the report required by the SEC to be included in the Company's annual proxy statement, or, if the Company does not file a proxy statement, in the Company's Annual Report filed on Form 10-K with the SEC.

16. Review and assess the adequacy of this Charter annually and recommend to the Board any changes deemed appropriate by the Committee.

17. Review and evaluate its own performance annually.

18. Report regularly to the Board.

19. Perform any other activities consistent with this Charter, the Company's Amended and Restated Bylaws (as may be further amended from time to time) and governing law, as the Committee or the Board deems necessary or appropriate.

20. Review all director compensation and benefits for service on the Board and Board committees and recommend any changes to the Board as necessary.

V. Resources

The Committee shall have the authority to retain or terminate, at its sole discretion, compensation consultants, independent legal counsel or other advisors (collectively, "Advisors") to assist the Committee in its responsibilities and shall be directly responsible for overseeing the work of such Advisors. Before retaining an Advisor (other than in-house legal counsel and any Advisor whose role is limited to consulting on broad-based, non-discriminatory plans or providing information that is not customized in particular for the Company (as described in Item 407(e)(3)(iii) of Regulation S-K)), the Committee shall consider the independence of such Advisor, including any independence factors that it is required to consider by law or Exchange rules.

The chairperson of the Committee, at the request of any member of the Committee, may request that any officer, employee, or advisor of the Company attend a meeting of the Committee or otherwise respond to Committee requests.

The Committee shall have the sole authority to determine the terms of engagement and the extent of funding necessary (and to be provided by the Company) for payment of compensation to any Advisors or other professionals retained to advise the Committee and ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

VI. Amending the Charter

This Charter shall not be amended without the express consent of the Board.