



2025 ADT Corporate Impact Report



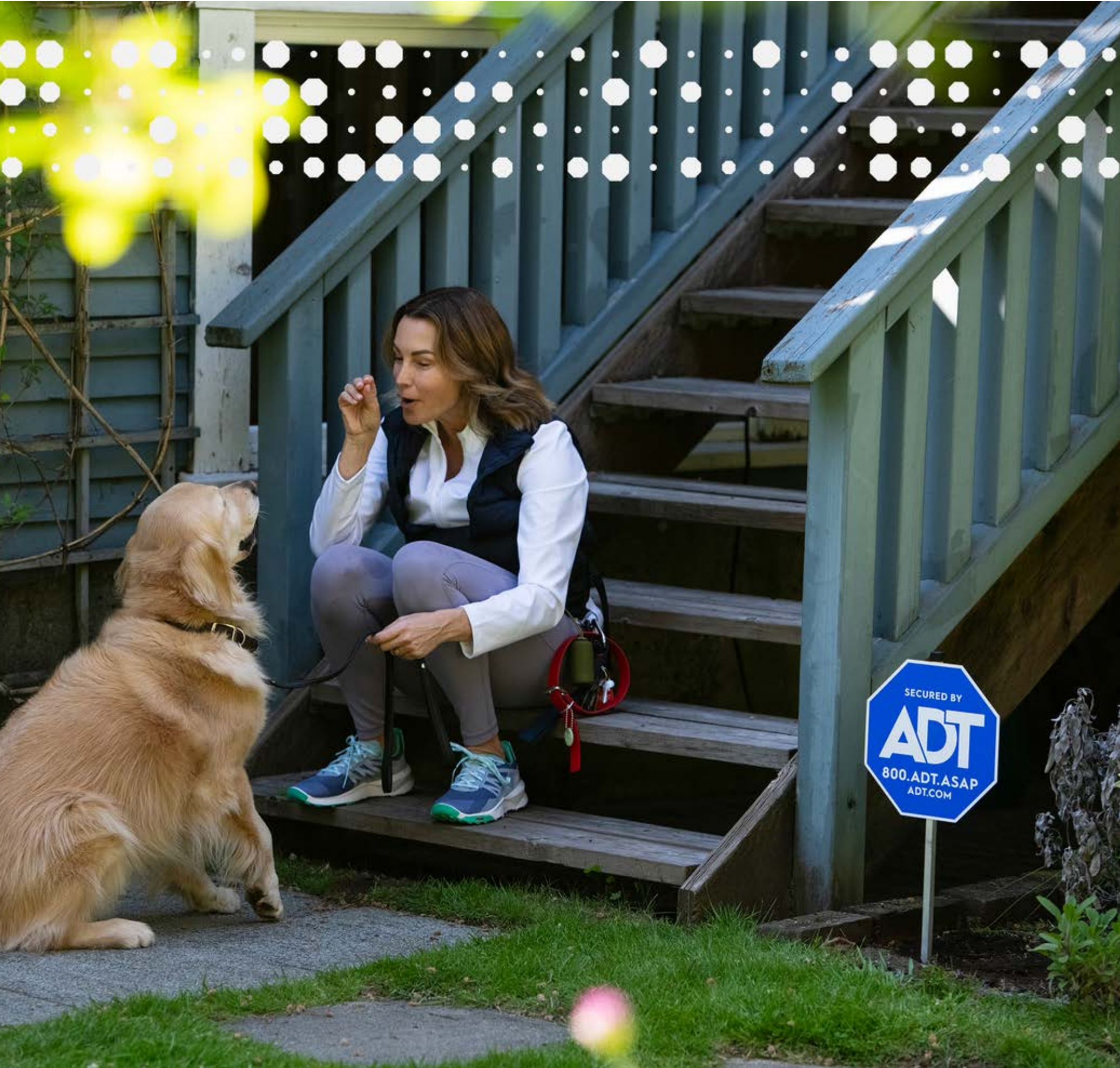


Table of Contents

Introduction	4
Company Overview	5
Our Focus on Innovation	6
Awards & Accolades	7
ADT's Impact Pillars	8
2025 Impact Report Highlights	9
Demonstrating Responsible Governance	10
Ethics	11
Supply Chain, Sourcing & Procurement	12
Product Safety & Quality	12
Cybersecurity & Data Privacy	13
AI Governance	14
Risk Management	15
Sustainability Reporting & Compliance	16
Valuing Our People	17
Inclusive Diversity & Belonging	18
Business Employee Resource Groups	19
Employee Well-Being & Development	20
Environmental Health & Safety	23
Investing in Our Communities	24
Community Impact	25
Advancing Environmental Stewardship	28
Greenhouse Gas Emissions	29
Energy	30
Fleet Management	31
Remote Assistance	31
Efficient Facilities	32
Environmental Compliance & Waste Management	33
Conclusion	34
Conclusion	34

Note About Forward-Looking Statements

This report includes estimates, projections, and statements regarding corporate responsibility-related plans, objectives, and goals that are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, and Section 21E of the Securities Exchange Act of 1934 (the “Exchange Act”). Forward-looking statements may appear throughout this report. These forward-looking statements generally are identified by words such as “ongoing,” “expects,” “intends,” “will,” “anticipates,” “believes,” “confident,” “continue,” “propose,” “seeks,” “could,” “may,” “should,” “estimates,” “forecasts,” “might,” “goals,” “objectives,” “targets,” “planned,” “projects,” and similar expressions. Forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties that may cause actual results to differ materially from those expressed in our forward-looking statements. In evaluating these statements, you should consider various factors, including the risks and uncertainties we describe in the “Risk Factors” sections of our Forms 10-K and 10-Q and other reports we file with the Securities and Exchange Commission (“SEC”). The inclusion of forward-looking and other statements in this report is not an indication that they are necessarily material to investors or required to be disclosed in our filings with the SEC. Such statements may contain estimates, make assumptions based on developing standards that may change, and provide aspirations and commitments that are not intended to be promises or guarantees. Readers are cautioned not to place undue reliance on forward-looking statements and such other statements, which speak only as of the date they are made. We undertake no obligation to update or revise publicly any forward-looking or such other statements, whether because of new information, future events, or otherwise.



Introduction

For more than 150 years, ADT has been committed to building safer, stronger, and more connected communities.

In 2025, we expanded our ADT+ service nationwide, continued the integration of our professional monitoring with Google Nest and Yale devices, and continued expansion of new capabilities such as Trusted Neighbor. This has helped us ensure our customers know that when every second counts, they can count on ADT.

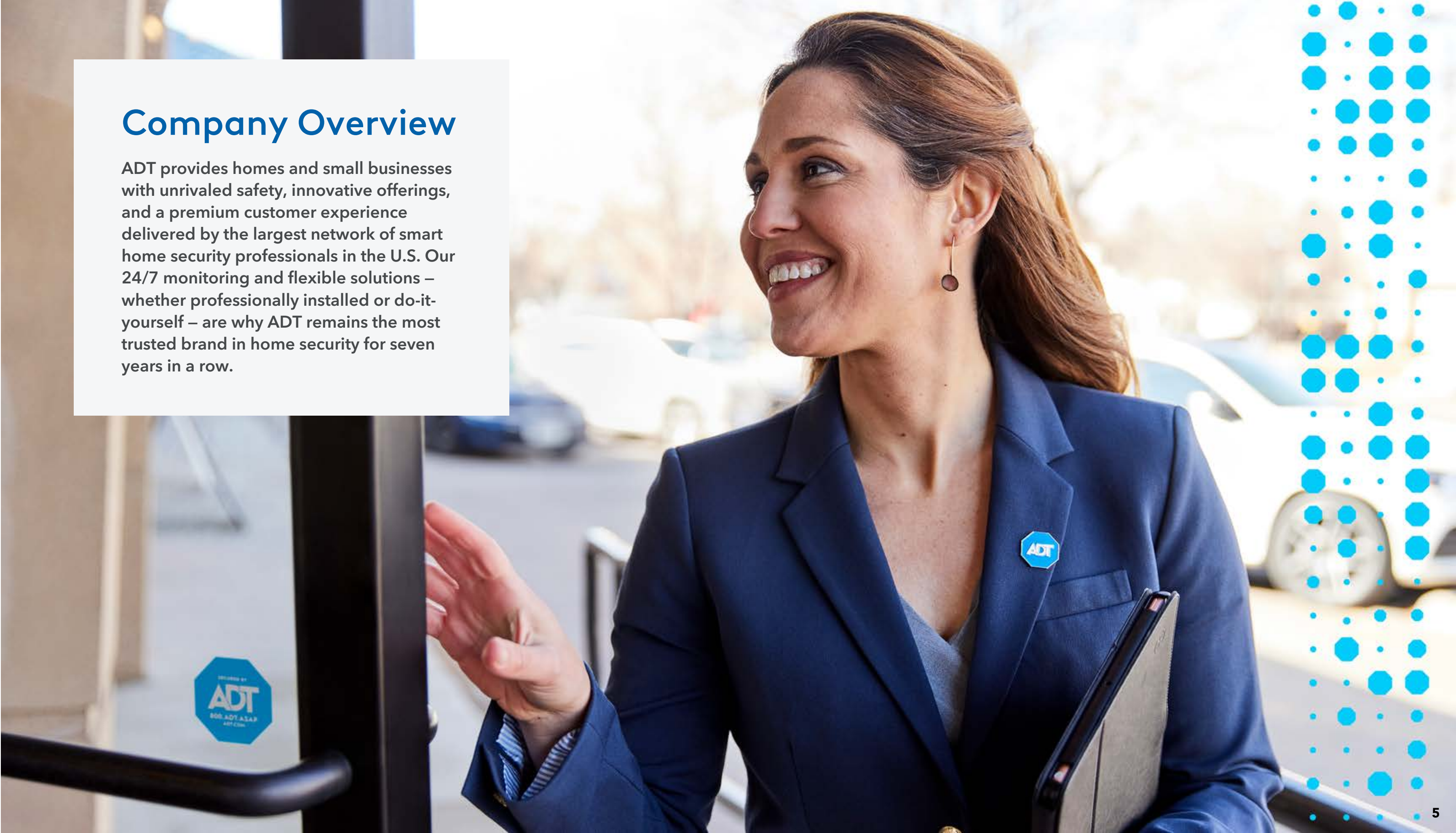
The strength of our brand is based on a long-standing belief that everyone deserves to feel safe. Our daily actions reflect our commitment to our customers, the community, and responsible governance. This is universally applied to all that we do, including:

- Protecting customer privacy
- Investing in the communities where our customers and teams work and live
- Fostering a culture in which our employees thrive
- Incorporating environmental stewardship into our operations

The following report highlights our progress across these areas through 2025 and the priorities shaping our path forward.

Company Overview

ADT provides homes and small businesses with unrivaled safety, innovative offerings, and a premium customer experience delivered by the largest network of smart home security professionals in the U.S. Our 24/7 monitoring and flexible solutions – whether professionally installed or do-it-yourself – are why ADT remains the most trusted brand in home security for seven years in a row.



Our Focus on Innovation

Redefining Smart Security: ADT's nationwide expansion of sales of the ADT+ Security System allows our customers to control and customize their smart home experience with greater ease and flexibility. ADT+ integrates our professional monitoring services with the ADT+ app, proprietary ADT hardware and software, and Google Nest and Yale devices.

Reimagining Home Access: Trusted Neighbor connects the ADT+ app with Google's Nest doorbell and Yale's smart locks, enabling customers to grant entry to their homes to friends, family, and other trusted individuals. Using timed, event-driven, and automatic access, this all-in-one experience gives customers complete control over who enters their home, when they can enter, and how they gain access – reinforcing our mission to make homes safer, smarter, and more connected.

Scaling Virtual Service: Our Remote Assistance Program brings faster, more flexible support straight to customers, enabling them to get the help they need, when they need it. In 2025, we handled approximately 50% of service requests virtually, reducing service costs and vehicle trips, while AI-powered virtual agents improved efficiency across chat and voice interaction.

Commitment to First Responders: Our continuous work to reduce false alarm dispatches delivered an industry-leading average alarm acknowledgment time of less than 10 seconds. Through ADT Safe Places, the company donated \$750,000 in 2025 to community safety and first responder partners, including holiday donations to Toys for Tots and Feeding America, and expanded support for the American Red Cross.



Awards & Accolades

ADT was proud to receive several awards and accolades in 2025, including:



Voted #1 Most Trusted Home Security Provider in the U.S. in the 2025 BrandSpark® American Trust Study



Named the #1 Smart Home Security Provider by TechInsights



Received America’s Best Customer Service from Newsweek



Awarded TMA Five Diamond Certification by The Monitoring Association to Knoxville and Irving monitoring centers



Received Platinum-level Bell Seal certification from Mental Health America



Awarded six MarCom Awards for advertising campaigns



Received four Stevie Awards for Remote Services customer service



Had three employees named to the Security Industry Association Women in Security Forum Power 100 list

ADT's Impact Pillars

Our dedication to respect the environment, promote social responsibility through corporate giving, and lead with responsible governance is fundamental to who we are and guides our safe and smart product solutions and business practices.

**Customer &
Community
Health & Safety**

**Employee
Well-Being &
Development**

**Inclusive
Diversity &
Belonging**

**Responsible
Governance**

**Data Privacy &
Security**

**Product Safety
& Quality**

**Environmental
Risk
Management**



2025 Impact Report Highlights



Keeping Customers Safe

Helped protect more than 6 million security monitoring service subscribers.



Supporting Communities

Donated to more than 46 nonprofit organizations across 11 states.



Investing in Our People

Saw improvement in all Employee Sentiment Survey categories for the third consecutive year, and saw engagement increase from 74% to 79%.



Championing a Healthy Workplace

Received the Platinum-level Bell Seal certification from Mental Health America for the third consecutive year.



Promoting Sustainability

Launched a transition to a more sustainable vehicle fleet, deploying an initial 154 Ford Maverick Hybrid as our next-generation technician vehicle.





Demonstrating Responsible Governance

ADT prioritizes strong corporate governance, believing it is the foundation for financial integrity and superior performance. Our Board of Directors (the “Board”) is responsible for the oversight of our business and approves our operating values of trust, collaboration, service, and innovation as reflected in our [Code of Conduct](#) (the “Code”). The Code describes our commitment to our customers, investors, communities, and each other. The Board oversees, reviews, and periodically discusses the implementation and effectiveness of the Company’s compliance and ethics programs with management.

Our Board has three standing committees, each composed entirely of independent directors, which report on their activities to the full Board: audit, compensation, and nominating and corporate governance.

The audit committee oversees and monitors the Company’s accounting, financial, and external reporting policies and practices, including management of the principal risks that could impact financial reporting (i.e., information technology, artificial intelligence (“AI”), cybersecurity, privacy, and regulatory compliance). In addition, the audit committee is responsible for the oversight of the Company’s sustainability strategy, policies, and public disclosures, and it receives regular updates from members of management.

For more information visit:

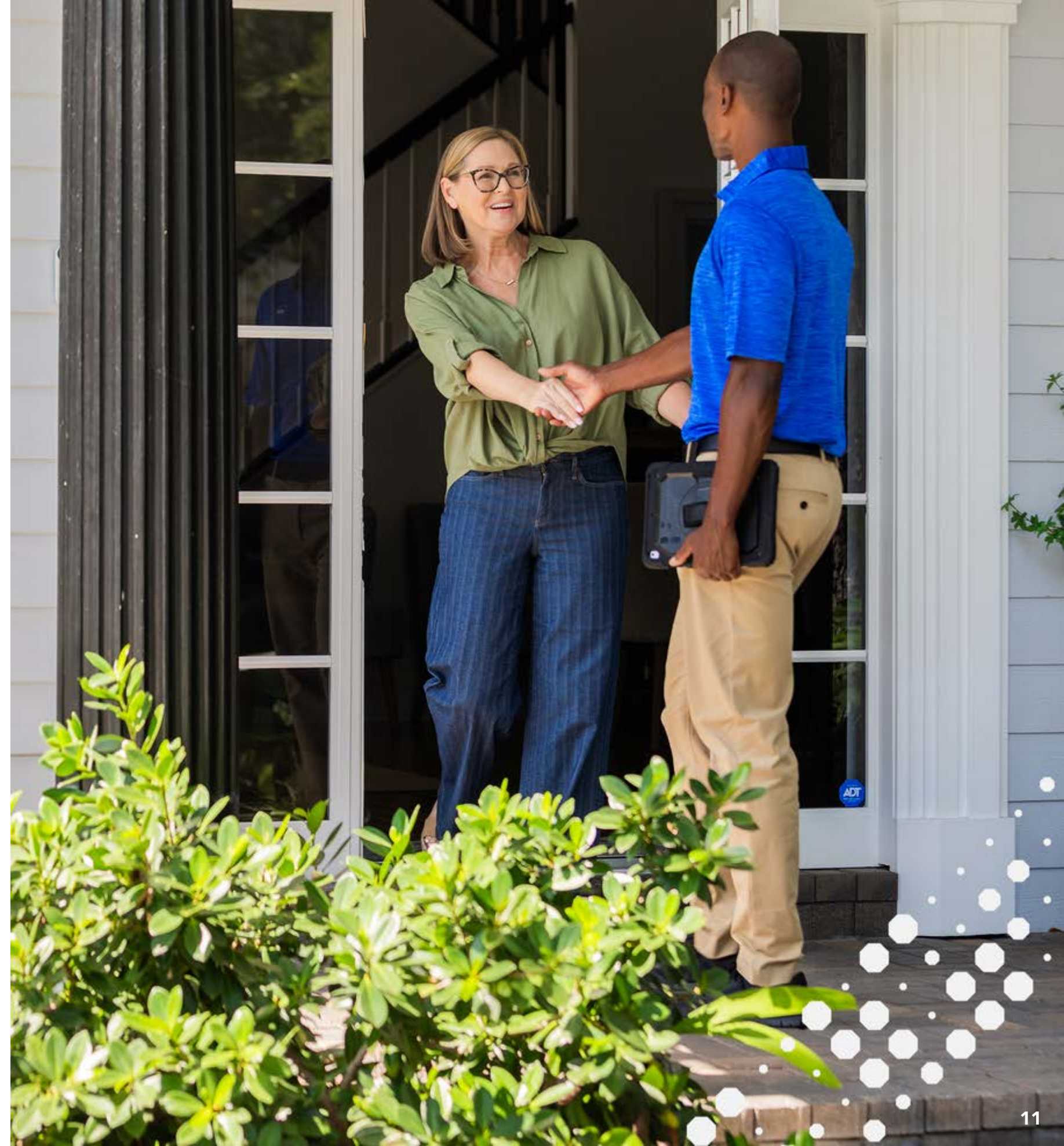
- [2026 Proxy Statement](#), Corporate Governance pp. 12-21

Ethics

All ADT employees are expected to uphold our core company values of trust, collaboration, service, and innovation, starting with the ADT [Code of Conduct](#), which outlines employee expectations. All employees are required to complete annual ethics and regulatory compliance training and certify their participation to help foster a culture of integrity.

The ADT Ethics Office oversees the employee ethics hotline and ethics training programs, including an introduction, overview, and summary of the Code. The Code is supplemented by a variety of additional policies applicable to all team members, including:

- non-retaliation
- equal employment opportunity
- anti-harassment
- anti-trafficking
- technology security
- personal data protection and privacy
- conflicts of interest
- intellectual property and the protection of confidential information
- insider trading
- anti-bribery and corruption
- approval of transactions with related persons



Supply Chain, Sourcing & Procurement

ADT does not own or operate any manufacturing facilities, relying instead on third-party suppliers to produce our products. These partners are held to high standards as outlined in ADT's Supplier Social Responsibility Guide, which addresses key corporate impact topics such as:

- human rights
- child and forced labor
- worker welfare
- corruption
- bribery policies
- environmental sustainability
- social responsibility

ADT retains the right to verify suppliers' compliance with the ADT Supplier Social Responsibility Guide.

Product Safety & Quality

ADT is committed to delivering top-quality products and services to our customers. Our dedicated Engineering Test Team plays a critical role in evaluating the performance, reliability, and security of our products, including hardware, software, and applications.

We engage and collaborate with suppliers early in the design and manufacturing process to ensure products are developed and produced responsibly and meet ADT's quality standards.



Cybersecurity & Data Privacy

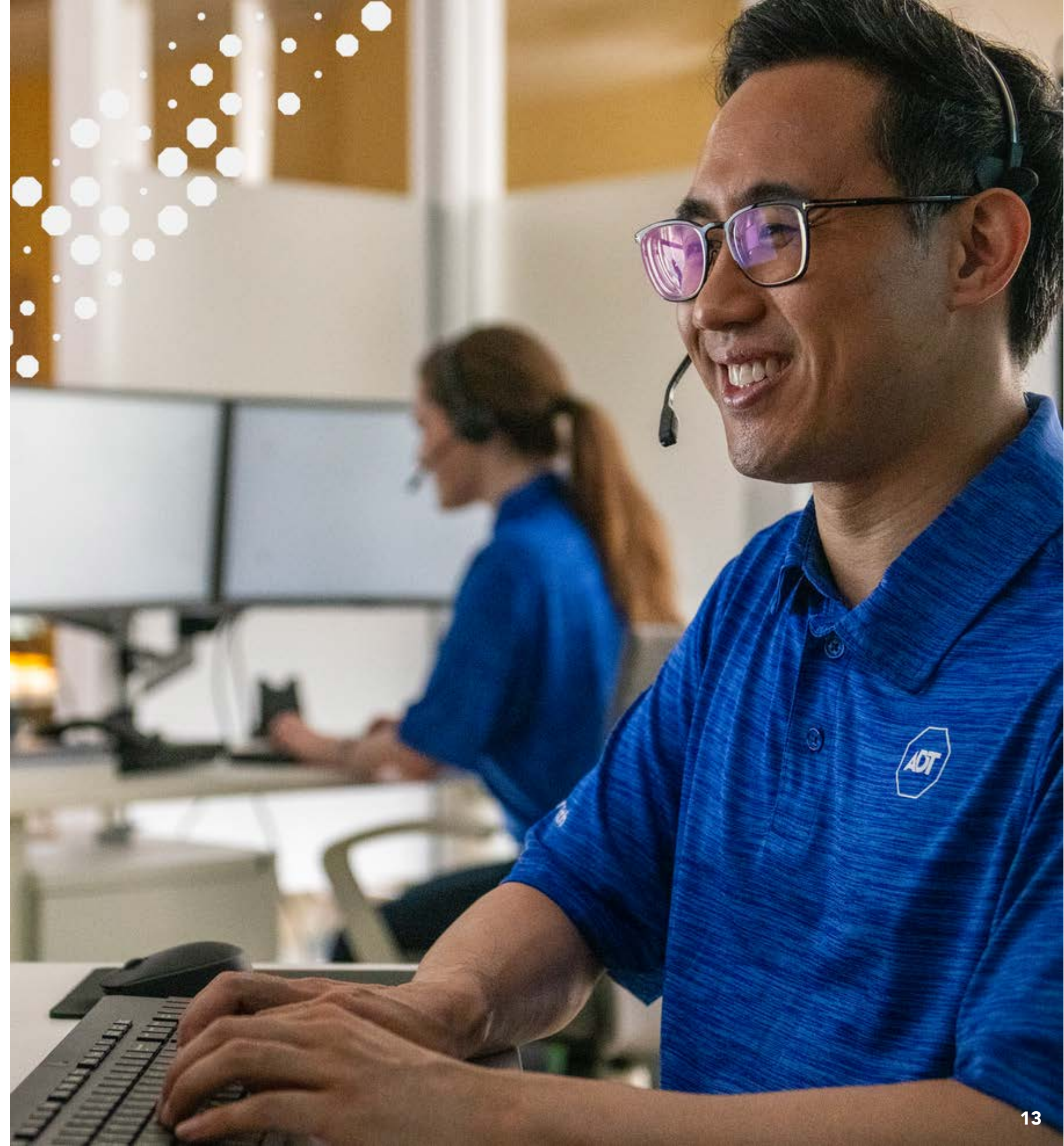
Cybersecurity at ADT focuses on the prevention, detection, and correction of any unauthorized presence on our information systems that jeopardizes the confidentiality, integrity, or availability of our systems and data. Believing that the safety, security, and privacy of our customers and employees are fundamental to the services we provide, we strive to continuously enhance methods, best practices, and technologies to monitor and protect customer data. This includes enabling customers to make choices about their data privacy, and considering data privacy when developing ADT products or sourcing products and services from our business partners.

ADT's Chief Information Security Officer (CISO) leads the cybersecurity risk assessment to identify risks, including the detection and prevention of insider AI misuse, and determine the best ways to address them. The CISO provides the audit committee with quarterly updates on risks and mitigation strategies.

ADT's Chief Privacy Officer manages processes and protections around our sensitive data and facilitates compliance with applicable data protection laws, rules, and regulations.

For more information visit:

- [2026 Proxy Statement](#), Corporate Governance – Board of Directors' Role in Risk Oversight p. 13
- [2025 Form 10-K](#), Item 1C. Cybersecurity pp. 45-46

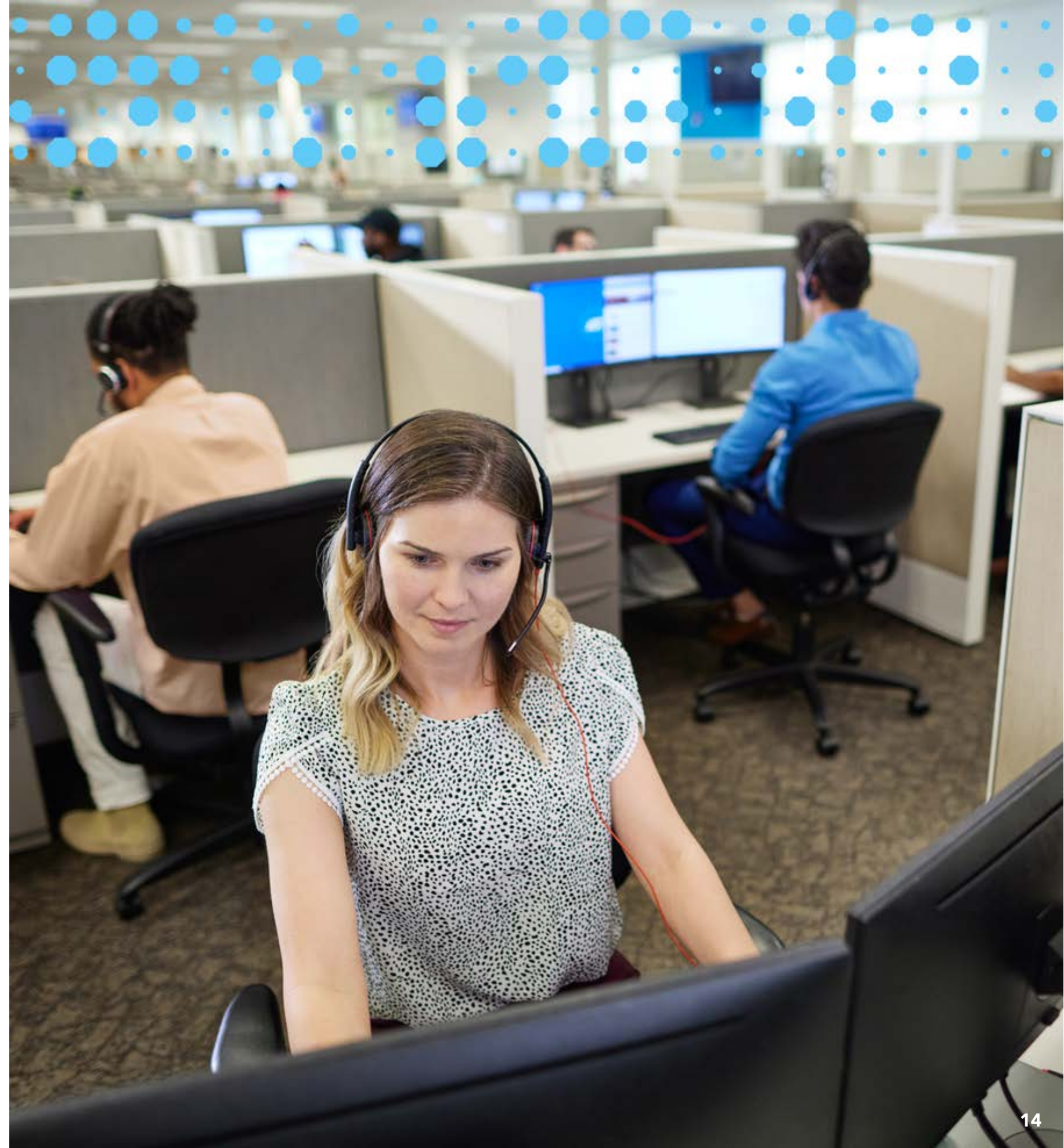


AI Governance

Under the Board's oversight, management is responsible for the safe, day-to-day deployment of AI technologies. To manage these risks, ADT has established an AI program, which includes an internal AI Governance Committee and formalized acceptable use standards.

Key elements of ADT's internal AI Governance Program include:

- the implementation of an AI Applications Use Policy to establish rules and guidelines to govern the use of AI
- a focus on leveraging AI and machine learning tools safely while protecting company and customer information
- a requirement for team members to complete an AI training course that outlines the benefits and risks of using AI tools
- a strict prohibition against entering confidential information into publicly available AI tools
- a centralized review process requiring advance written approval from the appropriate supervisor and the Company's Innovation Office for any AI use outside of pre-approved activities
- a requirement for team members to conduct periodic audits to ensure AI-generated output is accurate, fair, without bias, and does not violate company policies



Risk Management

ADT's risk management process is designed to identify, evaluate, and mitigate potential exposures, including sustainability risks, across the organization, enabling us to effectively pursue our business objectives.

Using the COSO ERM Framework, we assess risks based on their potential financial and reputational impact, likelihood of occurrence, and speed of onset. This approach is consistently applied across all stages of our value chain, including evaluating climate-related dependencies and impacts that could significantly affect our strategy or financial performance. Prioritized risks and corresponding mitigation plans are reviewed by the ERM Council, shared with the audit committee, and reported to the Board.

Our process for uncovering risks and opportunities is comprehensive and includes:

- Interviews with executive leadership and senior management.
- Ongoing monitoring of macroeconomic, geopolitical, and market trends.
- Analysis of regulatory developments.
- External research and consultation with subject matter experts.



Sustainability Reporting & Compliance

We recognize the importance of transparent, accurate, and reliable sustainability reporting and are committed to complying with existing and emerging sustainability disclosure requirements. We provide reports on various sustainability matters that may be of interest to our stakeholders, which can be found at [ADT Investor Relations – Sustainability](#).

Management is responsible for the completeness, accuracy, and validity of the metrics included in this report and has established processes for the collection, quantification, and presentation of the metrics. Management is also responsible for the selection of the criteria, which provide an objective basis for measuring and reporting the metrics. For the purposes of limited assurance, management asserts that the metrics reported in this report are presented in accordance with the assessment criteria, specifically the Greenhouse Gas

Protocol and Sustainability Accounting Standards Board (SASB) standards. We engaged SGS United Kingdom Ltd. ("SGS") to conduct an independent review to provide limited assurance on certain metrics, which are identified by the "◆" symbol throughout this Impact Report and the SASB Index. The SGS Assurance Statement can be found [here](#).

Additionally, in 2025, ADT issued its first climate-related financial risk report aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. We voluntarily submitted this report to the California Air Resources Board (CARB) to satisfy the requirements of California Senate Bill 261, the Climate-Related Financial Risk Act.

ADT continues to monitor developments regarding sustainability disclosure requirements.

Sustainability Reports

- **ADT Corporate Impact Report**
- **Sustainability Accounting Standards Board (SASB) Index**
- **California SB 261 Climate-Related Financial Risk Report (TCFD based)**
- **CDP Corporate Questionnaire**



In 2025, ADT maintained a CDP score of "C" for Climate which is in "Awareness" level, in line with the Americas regional and Commercial & Consumer Services activity group averages.





Valuing Our People

We are committed to building a culture where every team member feels valued and empowered to collaborate, contribute to our shared success, and achieve their own career goals. Our guiding principles, represented by the acronym BLUE (Bold, Lead, Unite, Elevate), encourage us to work together with purpose and passion.

As of Dec. 31, 2025, we employed approximately 12,200 people, including approximately 1,600 direct field solution advisors, 3,100 installation and service technicians, 4,000 customer care professionals, and 700 phone sales representatives.



Inclusive Diversity & Belonging

We foster a culture of inclusivity and belonging because diverse perspectives fuel innovation, creativity, and better problem-solving. We encourage inclusive practices across the full talent lifecycle – from recruiting and hiring through development and engagement – to ensure equal opportunity and drive sustainable growth.

Highlights of our 2025 results include:

- Fully operationalized the modernized Inclusive Diversity & Belonging Operating Team (IDBOT) structure created in 2024. Strengthened cross-functional collaboration, partnership between Business Employee Resource Group (BERG) leadership and business leaders, and improved prioritization and execution of IDB initiatives.
- Intentionally aligned our IDB efforts to support our BLUE Cultural Markers, organizational behaviors and guiding principles to ensure inclusion and belonging is reflected in how leaders lead, teams collaborate, and employees grow.
- Continued to update our comprehensive suite of voluntary e-learning resources, including the established Belonging @ADT curriculum.
- Strengthened the consistency and transparency of the IDB Communications Hub as the central platform for cultural observances, monthly insights, and resources for leaders.



Business Employee Resource Groups

Our 10 Business Employee Resource Groups (BERGs), each open to all employees, offer opportunities to partner and collaborate through learning and networking, volunteer projects, and mentoring. Deliberate growth of our BERGs is central to the engagement, retention, and development of our employees. Having BERG members participate in various business initiatives is also extremely valuable to the company.

BERG participation continues to increase. In 2025, approximately 18% of employees were members, up from 16% in 2024. Employee engagement with BERG events also continues to grow, especially among our customer-facing employees.



To support community advocacy and outreach, each BERG is granted funds to donate to nonprofit organizations that align with both their mission and our ADT Safe Places corporate social responsibility efforts. In 2025, BERGs provided \$100,000 to more than 20 charities in communities where ADT employees live and work.



A hero's welcome

In September of 2025, members of our Veterans BERG and their families came together to welcome home veterans returning from a day of honor in Washington, D.C. The veterans had been visiting memorials commemorating their service, sponsored by the Honor Flight Network. Our employee signed a large banner filled with messages of gratitude and support. The BERG also donated a portion of its charitable giving funds to Honor Air Knoxville, a Hub of the Honor Flight Network, as part of our commitment to supporting veterans.



ADT's Cultural Markers

"BLUE is about turning good intentions into everyday actions that make life better for ADT's customers and employees. It comes to life when we're BOLD enough to find better ways forward, LEAD by taking ownership, UNITE across teams to move faster and solve the right problems, and ELEVATE the experience for our customers and each other. When those behaviors become part of the fabric of how we operate, the impact is real – people feel it in the way we work, the way we serve, and the trust we build together. That's what keeps us moving in the right direction."

– Jon Marvin

Senior Vice President, Customer Experience & Operations and BLUE Business Sponsor

Employee Well-Being & Development

A Culture of High Performance

The shared values, priorities, and principles that shape beliefs and drive behaviors and decision-making to achieve high performance at every level are critical to ADT's innovation and long-term sustainable success.

Our total compensation programs are designed to recognize high performance and differentiate rewards via the merit pay process, the annual incentive plan, and the long-term incentive plan, subject to team member eligibility.

We refreshed our BLUE Cultural Markers (Bold, Lead, Unite, Elevate) in 2024, which drove significant progress in 2025. More than 1,500 leaders engaged in learning via the BLUE Connection series, a 50-member Culture Champions network mobilized, and we observed a 3-point rise in the BLUE Index in the Employee Sentiment Survey. This indicates notable improvements in leadership, employee experience, engagement, sentiment, manager relationships, clarity of direction, and grassroots innovation.



Employee Well-Being & Development

Commitment to Competitive Benefits

Our success in attracting, retaining, and developing a strong and dedicated workforce largely depends on the hiring and retention of top talent across the entire organization, including among our senior management team, technology and product team, and customer-facing employees. We offer competitive compensation and benefits, as well as training, networking, development resources, coaching, and performance feedback.

We continue to use a mix of hybrid, remote, and in-person work arrangements based on the nature of the role to support talent attraction and retention in alignment with business needs. At our headquarters, we implemented a hybrid on-site work model requiring employees covered under this model to work in-office a minimum number of days per week.

Learning and Growth

In 2025, ADT invested in learning and growth through the launch of the New to Leadership Program and the Mentorship Circles Program, with more than 150 people-leaders participating across functions. This focus on development was reinforced by broad employee engagement in learning, with employees completing at least one of nearly 2,400 courses.

We continue to tailor our online learning offerings to meet the needs of our employees. In addition, ADT helps employees reach their higher education goals with a tuition reimbursement program and an ongoing relationship with the University of Phoenix.



Employee Well-Being & Development

Employee Health and Well-Being

ADT devotes significant resources to employee health and wellness.

ADT Balance, our emotional, physical, financial, and social well-being support program, provides all employees with offerings such as biometric screenings, team fitness challenges, webinars, group coaching, and self-guided resources. We continued to offer enhanced financial well-being programs through our vendor partners, including complimentary, unlimited personal financial consulting, tuition reimbursement, identity protection, and mortgage referral programs.

Employees who were enrolled in our self-insured medical plan have the opportunity to earn a discount on medical payroll contributions for themselves and/or their enrolled spouses or domestic partners by completing an annual preventative exam and an online health assessment. Additionally, cash incentives can be earned by completing certain well-being activities. We have a PTO donation program for employees who need extended time off for health or medical needs. Mental Health America recognized us for the third year in a row with the Platinum-level Bell Seal certification, their highest level of certification for commitment to improving employee mental health.

Employee Sentiment Survey

It is imperative to ADT’s ongoing success to continually gather input and learn from our employees. Our comprehensive listening program collects feedback and sentiment at every stage of the employee experience and includes an annual Employee Sentiment Survey. In 2025, 72% of employees responded to our survey – up from 69% in 2024. The “engagement index” score also increased year-over-year, with 79% of those who responded to the survey expressing favorable sentiment about their company experience, including that they are proud of the work they do; they plan to stay with the company for at least another year; they would recommend ADT as a good place to work; and their work gives them a strong sense of accomplishment. Based on insights from the annual survey, we also identify opportunities to take action and improve our work environment both at the enterprise and department levels.

Employee Survey Data	2023	2024	2025
Engagement Index	74% ♦	76% ♦	79% ♦
Response Rate	61%	69%	72%



Environmental Health & Safety

The goal of the Environmental Health & Safety (EHS) Team is to build a culture that minimizes our environmental impact, enhances employee wellness, and promotes safe behaviors on each task, every day, to achieve zero incidents. In order to achieve this vision, we strive to incorporate our values of people, prevention, and accountability into our business. We focus on compliance with all applicable environmental health and safety requirements, and believe that all occupational injuries and illnesses, as well as environmental incidents, are generally preventable.

Our proactive prevention and safety programs and initiatives include:

- Promoting risk assessment by ensuring field teams identify and control potential hazards before each task begins.
- Emphasizing accountability for our nine behavioral Safety Absolutes.
- Providing personal protective equipment to help minimize risk.
- Ensuring management visits team members to discuss safety while on a job.
- Instituting fleet safety initiatives on our vehicles, including installing and maintaining collision warning and auto-braking technologies.
- Offering monthly interactive safety training courses.
- Holding monthly EHS Council and incident review meetings in each ADT location.
- Distributing regular safety communications and alerts.
- Establishing playbook activities related to EHS.
- Requiring manager-led job site safety observations.

At ADT, we keep people safe, including our employees. Our Total Worker Health (TWH) model has enabled a more integrated, proactive approach that addresses traditional occupational safety and health hazards and also focuses on broader factors that influence worker well-being and mental health. This has resulted in significant improvements in our annual safety metrics.

Heath & Safety Data	2023	2024	2025
Total Recordable Incident Rate (TRIR)	1.36	1.12	1.01
Lost Time Incident Rate (LTIR)	0.45	0.23	0.08
Lost Day Severity Rate (LDSR)	12.57	7.72	3.93

In line with our mission, we work to ensure that every team member feels safe from workplace violence, which is defined as any act or threat of physical violence, harassment, intimidation, or other disruptive behavior – on or off company premises. Workplace violence can happen at any time across any industry, and proactively identifying potential risk factors and becoming aware of early warning signs can help prepare employees to detect and mitigate potential acts of violence. ADT makes workplace violence training modules available to all employees.



Driver Safety

ADT remains steadfast in our commitment to help prevent vehicle collisions and improve fleet and driver safety. We have implemented several programs, including mandatory driver safety training and updates to our Driver's Playbook and MVR Program. All drivers are required to sign the ADT Driver Code of Conduct and comply with our Motor Vehicle Safety Absolutes. We review and update our safety initiatives on an ongoing basis. As we replace vehicles in our fleet, we continue to incorporate newer technologies, such as updated autonomous braking detection, speed-limiting settings, rear backup cameras, and other safety features.

In 2026, we will deploy Nauto, an AI-powered fleet and driver safety platform designed to actively prevent and reduce collisions.



Investing in Our Communities

Giving back to our communities has been a core value of ADT for more than 150 years. Through ADT Safe Places, our corporate philanthropic program, we support first responders and mission-aligned organizations advancing community safety and resilience through financial contributions, employee volunteerism, and in-kind donations.

In 2025, ADT Safe Places continued to grow, evolving our partnerships and activating employees across the country to help create safer, more connected communities in areas where we live and work. We delivered broad community impact through a combination of strategic giving and employee engagement. Throughout the year, ADT contributed approximately \$750,000 to help strengthen community safety and resilience, supporting 46 nonprofit organizations across 11 states.

ADT Safe Places partners include organizations such as Requity Foundation, Fight Blight Bmore, Chicago CRED, All Things Made New, and The Fuller Center, among others.

Community Impact

Reinforcing a Nationwide Commitment to Safety

ADT was once again the presenting sponsor of National Night Out, a police community partnership initiative that brings neighbors, local officials, and law enforcement together to build trust and strengthen community connectedness.

Across the country, ADT teams joined neighbors at more than 600 National Night Out gatherings, supporting community-led efforts that build relationships, promote crime-prevention awareness, and strengthen trust between residents and local public safety partners. Our activations included four spotlight events in Miami; Atlanta; Richardson, Texas; and Noblesville, Indiana. At each of these events, the participating police department was presented with a \$10,000 donation.

We continued our support of local police and first responder organizations with a \$10,000 donations to the Bethesda Chevy Chase Fire Rescue and a \$15,000 donation to the Boca Raton Firefighter and Paramedics Benevolent Foundation.

And when Hurricane Melissa impacted communities across Florida, ADT supported disaster response and the first responders on the ground by donating more than \$100,000 to first responder organizations, including the American Red Cross, Team Rubicon and American Friends of Jamaica to help provide immediate relief.

Investing in South Florida's Future

With our corporate headquarters in Boca Raton, Florida, ADT is committed to strengthening the South Florida community, supporting children and families with resources that help build stability, opportunity, and connection.

In August 2025, ADT expanded its ADT Safe Places partnership with The Fuller Center, a nonprofit that serves more than 1,100 children and 700 families each year across South Florida. Through a \$55,000, three-year commitment, along with in-kind support and volunteerism, ADT is helping grow programs that deliver strong outcomes, including the Fuller Center's reported 100% kindergarten readiness rate for participating students. In conjunction with ADT's 151st birthday, employees participated in a back-to-school volunteer event, decorating art smocks with preschoolers and donating 200 backpacks filled with school supplies.

ADT also partnered with Florida Atlantic University (FAU) athletics and participated in the FAU Owls Military Appreciation football game, to which more than 500 veterans and active service members were given free tickets. ADT presented \$15,000 donations to the Boca Raton Police Foundation and the Palm Beach County Sheriff's Department Foundation. FAU and ADT also held a First Responder Salute series during men's basketball games, honoring first responders with on-court recognition.



Community Impact

Supporting ADT's Founding City of Baltimore

ADT remains dedicated to giving back to Baltimore, where the company began more than 150 years ago. Through ADT Safe Places, we continue to invest in Baltimore-based organizations working to stabilize neighborhoods, create pathways for young people, and strengthen long-term community resilience.

In 2025, ADT continued its support for Fight Blight Bmore, an organization working to address the effects of Baltimore's vacant and distressed housing. ADT joined local leaders to mark the five-year anniversary of Fight Blight Bmore's Stop Oppressive Seizures Fund and contributed \$25,000 to help fuel community-rooted, data-informed solutions that keep neighborhoods whole.

ADT also continued its partnership with Requity Foundation, a nonprofit helping Baltimore youth build trade skills while revitalizing housing through projects like Carver House, a once-abandoned rowhouse that underwent a student-led renovation. In August 2025, ADT joined Requity to celebrate its growing collaboration with the City of Baltimore's YouthWorks summer jobs program.

Helping At-Risk Youth in the Dallas Area

In 2025, ADT Safe Places expanded support for All Things Made New, a Dallas-area nonprofit that helps teens and young adults through mentorship, life-skills coaching, and access to essential resources. A \$100,000 donation helped fund two ADT Safe Places Drop-In Centers in Irving, Texas, providing children ages 10 to 18 with tutoring, mentoring, trauma-informed care, nutritional support, and access to technology outside of school hours. To help remove barriers to participation, ADT also funded a co-branded 10-passenger van for transportation to the centers, and provided security systems to help protect staff, volunteers, and the young people who rely on these spaces.

Making Chicago Neighborhoods Safer and More Sustainable

ADT continued our partnership with Chicago CRED, a nonprofit organization focused on helping Chicago's youth and young adults trade a life of street violence for one with education and purpose. We support Chicago CRED's efforts to make the city's south and west side neighborhoods safer and more secure by improving the lives of Chicago's youth through street outreach, therapy, life coaching, education, and job training. In August, ADT celebrated with Chicago CRED graduates as more than 100 received their high school diplomas.



Community Impact

Employee Volunteering and Activations

Through ADT Safe Places, ADT creates opportunities for employees to support nonprofit partners through hands-on volunteer events and donation drives. In 2025, employees contributed more than 500 volunteer hours at events across the country, supporting local needs and strengthening community connections.

In early 2025, ADT again sponsored Kickoff to Rebuild, an annual volunteer event held in the host city of the NFL championship game. In 2025, Rebuilding Together's New Orleans affiliate hosted Kickoff to Rebuild in the St. Roch neighborhood, bringing volunteers together to complete critical health and safety repairs for homeowners along St. Roch Avenue and on nearby blocks. ADT volunteers also supported community improvements at St. Roch Park, including enhancements for local sports teams, a pergola at a nearby community center, and beautification projects for the neighborhood association's community garden.

Later in the year, employees volunteered with partners including All Things Made New and The Fuller Center, supporting a summer safety announcement event in Texas and back-to-school and holiday activities for children and families in South Florida. ADT teams also participated in holiday giving drives benefiting Feeding America and Toys for Tots.





Advancing Environmental Stewardship

ADT is dedicated to minimizing our environmental impact by promoting environmental stewardship across our operations.

We serve our customers through our nationwide sales and service offices (SSOs), monitoring and support centers, and large network of installation and service professionals.

Greenhouse Gas Emissions

ADT currently tracks Scope 1 and Scope 2 GHG emissions in alignment with the GHG Protocol. The reporting boundary for ADT’s GHG inventory includes ADT Inc. and its wholly-owned subsidiaries, and the company applies the operational control consolidation approach. ADT has designated 2022 as its base year, when it formally established its GHG inventory program and first obtained external verification limited assurance. ADT’s primary sources of emissions are mobile combustion from its vehicle fleet (Scope 1) and purchased electricity (Scope 2).

Scope 1 and 2 Methodologies

- Mobile combustion – direct fuel consumption data obtained through fuel cards is used to calculate GHG emissions.
- Purchased electricity – actual data from invoices is used to calculate GHG emissions. When actual data is not available, ADT estimates the usage using proxy data primarily based on actual data from similar sites and assets.
- Emission factors – U.S. EPA GHG Emission Factors Hub (January 2025)
- Scope 2 market-based emissions – supplier-specific factors, residual mix factors (2024 Green-e residual mix emission rates), or regional factors (EPA eGRID)
- Scope 2 location-based emissions – EPA eGRID
- Global warming potential (GWP) – per IPCC Fifth Assessment Report, 2014 (“AR5”)

In 2025, ADT’s Scope 1 and 2 (market-based) GHG emissions were 49,701 MTCO₂e. Our vehicle fleet used by our large network of installation and service professionals continues to be the largest source of Scope 1 and 2 emissions, at 80%. Electricity used to power our facilities is 16%. Remaining emissions from other Scope 1 sources are 4%. Our emissions decreased 3% from 2024, primarily due to lower purchased electricity associated with facility reductions, plus reduced fuel consumption in our vehicle fleet.

GHG Emissions (MTCO ₂ e)	2022 ^(a)	2023	2024	2025
Scope 1	84,717	54,129	42,764	41,965
Scope 2 (market-based)	13,735	13,085	8,450	7,736
Scope 2 (location-based)	13,852	13,437	10,940	9,709
Total (market-based)	98,452	67,214	51,214	49,701
Total (location-based)	98,569	67,566	53,704	51,674

Carbon Intensity	2022 ^(a)	2023	2024	2025
Revenue ^(b) (\$ million)	5,168	4,983	4,920	5,129
Carbon emissions per \$ million revenue (MTCO ₂ e)	19.0	13.5	10.4	9.7

2025 GHG by Gas Type ^(c)	CO2	CH4	N2O	HFCs	Total
Scope 1	41,468	21	30	446	41,965
Scope 2 (market-based)	7,736	0	0	N/A	7,736
Scope 2 (location-based)	9,668	18	23	N/A	9,709

(a) Base year 2022 recalculated due to divestiture of Commercial segment on Oct. 2, 2023.
(b) Includes Solar business exited during 2024, treated as operational reductions for GHG emissions.
(c) PFCs, NF3, and SF6 are not present in ADT’s operations. N/A =Not applicable.

Scope 3 GHG Emissions

ADT does not presently calculate or publish Scope 3 GHG emissions because such emissions result from the activities of third parties in ADT’s value chain that are outside of ADT’s control and cannot be reliably measured or calculated in light of the significant costs and burdens of gathering, validating, and reporting such emissions.

GHG Emissions Targets

We strive to reduce our carbon footprint and continue to evaluate opportunities to lower greenhouse gas (GHG) emissions across our vehicle fleet and facilities. While achieving these objectives is important for ADT, we have not set any formal targets at this time.

Energy

ADT’s energy usage is primarily through vehicle fleet fuel consumption and electricity consumption in our facilities. The following sections provide updates and energy reduction efforts in these areas.

Energy Consumption (MWh)	2023	2024	2025
Scope 1	224,656	177,112	175,104
Scope 2	36,060	30,543	29,003
Total	260,716	207,655	204,107
% grid electricity	14%	15%	14%
% renewable energy	0.1%	3.9%	4.4%

Renewable Energy

We are committed to the use of renewable energy across our facilities. It is better for the environment and often has the most competitive rates. In 2025, our facilities team purchased renewable energy certificates (RECs) for 30 facilities across 10 states. We are continuing to sign multi-year electric energy contracts with wind-based Green-e RECs.

Renewable Energy	2023	2024	2025
RECs (MWh)	208	8,164	9,018
% of electricity	0.6%	27%	31%



Fleet Management

As of Dec. 31, 2025, ADT operated a fleet of approximately 3,400 vehicles that support installation and service activities for our customers. The fleet consists primarily of gasoline-powered light-duty trucks.

In 2025, ADT launched our transition to a more sustainable hybrid vehicle fleet, completing a pilot program that led to the selection of the Ford Maverick Hybrid as the next-generation technician vehicle, reinforcing our commitment to safety, efficiency, and sustainability. More than 150 aging vehicles were replaced with hybrid models in 2025, with significant expansion planned in future years. These hybrid vehicles improve fuel efficiency and support a reduction in Scope 1 greenhouse gas emissions.

Fleet Data	2023	2024	2025
Fuel consumed (gal)	5,811,768 ♦	4,566,039 ♦	4,533,787 ♦
Miles driven	111,863,437	90,187,411	80,744,123
Fleet vehicle size	4,000	3,500	3,400
% hybrid vehicles	N/A	N/A	5%

These newer vehicles are also equipped with advanced safety technologies to help reduce risk on the road, including automatic emergency braking, blind-spot monitoring, lane-keeping assist, and collision warning systems. Together, these upgrades support safer driving conditions for our technicians, improve fuel efficiency, and reinforce our commitment to creating a safer, more supportive work environment for the employees who serve our customers every day.



Remote Assistance

The ADT Remote Assistance program continues to provide customers the freedom to schedule appointments on their terms and to have the best possible experience when resolving problems.

In 2025, we completed more than 1 million Remote Assistance appointments, representing nearly 50% of all ADT service requests. This scalable, cost-effective solution generated high customer satisfaction while significantly reducing our environmental impact – helping eliminate more than 850,000 vehicle trips.

Efficient Facilities

ADT operates approximately 130 SSOs, supported by regional distribution centers, as well as a nationwide network of multi-use sales, customer, and field support locations housing our six UL-listed monitoring centers. This totaled 1.9 million square feet of space in the U.S., as of December 31, 2025.

Across all our facilities, we continuously work to improve operational efficiency through smart upgrades in areas such as lighting systems, air handling, and data center operations.

In 2025, ADT relocated its call center in Jacksonville, Florida, with a downsized footprint, incorporating sustainable practices such as LED lighting and non-VOC paint. While the relocation required the replacement of aged furniture, ADT worked with the landlord at the previous location to leave the aged furniture in place for reuse, supporting sustainability and cost optimization.



Keeping office furniture out of landfills

ADT continues to work with Rheaply, a company whose mission is to build a connected community where every workplace resource finds its next use and avoids the landfill. With its broad definition of reuse – including internal reuse, third-party sale, or donation – ADT and Rheaply completed five real estate-related projects, diverting 56,625 pounds of waste from landfills and avoiding 85 metric tons of CO2. We also used Rheaply's circular economy market network to donate obsolete chairs from our Nashville, Tennessee, SSO.

In 2025, Kelli Baker, Vice President, Real Estate, Facilities, Corporate Security and EH&S, was invited by Rheaply to serve on its Customer Advisory Board to help shape Rheaply's strategy, priorities, and investments.

Environmental Compliance & Waste Management

The ADT Environmental Absolutes framework guides our approach to satisfying environmental compliance and promoting responsible practices across our operations. This includes:

- Proper waste disposal protocols
- A strong emphasis on comprehensive waste recycling and diversion
- Regularly tracking waste volumes to minimize unnecessary hauls and reduce landfill impact

ADT’s objective to minimize waste continues, with a focus on reducing reliance on paper, converting to sustainable products, and upgrading our lightbulbs from standard incandescent bulbs to LED bulbs.

Waste Generation (MT)	2023	2024	2025
Non-hazardous waste to landfill	6,937 ♦	4,167 ♦	3,286 ♦
Non-hazardous waste recycled or reused	2,695 ♦	2,994 ♦	2,660 ♦
Hazardous waste	1 ♦	1 ♦	0.4 ♦
Total	9,633 ♦	7,162 ♦	5,946 ♦



A multi-prong focus on waste reduction

Vidas Paulius, NE Regional EHS Manager and Pillar Lead for ADT’s Sustainability BERG, spends much of his time educating employees and managers, ensuring they understand how to stay safe and remain compliant with regulations. When the Sustainability BERG launched, he saw parallels with his role and volunteered to lead the Waste Pillar.

This pillar engages ADT employees through environmental days, education, providing recycling ideas, and exploring community waste reduction efforts. As a leader, he encourages team volunteering at events and shares his own experiences, such as an Earth Day cleanup along the Illinois Prairie Path, and emphasizes small, safe, and motivated volunteering. His lessons include thinking small, checking local environmental calendars, being prepared, and finding motivating causes.



Conclusion

At ADT, we help save lives every day, and that motivates us to innovate and improve, for our customers, employees, communities and planet.

In our 151st year, we made progress by prioritizing strong corporate governance; providing opportunities for all our employees to grow and thrive in a safe, supportive workplace; giving back through ADT Safe Places, our philanthropic program; and promoting environmental sustainability. Recognizing there is more work to be done, we will continue to advance our corporate impact commitments and report on our efforts each year.

