



A SHARED DRIVE FOR BETTER

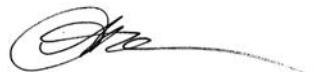
People. Planet. Workday.

Building a better future together

At Cintas, our corporate culture drives us to continually evolve, push forward and climb higher. As a company, we are determined to drive the discovery, development and implementation of operational improvements that elevate our business. This approach to business reinforces our sustainability goals of supporting our employee-partners and the communities where we work, positively impacting our planet and building a better workday. It is our way of leading **A Shared Drive for Better**.

Our collective spirit of positive discontent — a key tenet of our corporate culture — is at the heart of our sustainability success. It compels us to always challenge the status quo and seek out new and better ways to operate. It's the same commitment to sustainable ingenuity that has been our driving force since 1929 — when Doc and Amelia Farmer washed and resold discarded shop rags to Cincinnati businesses and established the sustainable model that remains the heart of what sets apart Cintas today.

In Fiscal Year 2023, our commitment to corporate sustainability — including safety, diversity, equity and inclusion, and operating efficiently with a continued focus on excellence — continued to inspire us to do what is right for employee-partners, the communities where we work, our customers and the planet. This Sustainability Overview highlights what we accomplished this year, as we collectively work together to build a better future.



Christy Nageleisen
Vice President of ESG



HONORED FOR HOW WE OPERATE

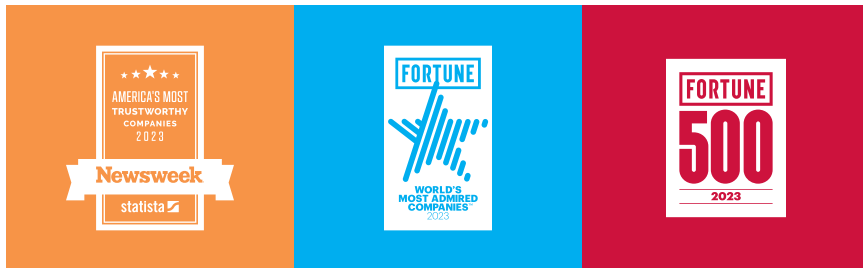
Our legacy of success and innovation has been fueled by fostering a corporate culture that prioritizes the needs and support of our employee-partners, our customers and our shareholders. This collective commitment to do right by each other is at the heart of what drives our sustainability ambitions. In FY'23, we were honored to again be recognized for the respectful, ethical and sustainable ways we operate.



Responsible

Diverse

Sustainable



Trustworthy

Admirable

Fortunate



FTSE4Good



SUSTAINABLE PRODUCTS AND SERVICES FOR BUILDING A BETTER FUTURE



UNIFORM RENTAL

- Maintain and reuse wearers' apparel to reduce customers' overall material requirements
- Utilize a wash chemistry that includes a U.S. Environmental Protection Agency award-winning suite of chemicalsⁱ
- Realize water and energy efficiencies compared to traditional at-home laundry processes
- Improve overall laundry process and textile handling through advancements in process automation





FACILITY SERVICES

- Green Seal-certified products
- Design for the Environment (DfE) chemicals
- Refillable dispensers and package-free products
- Microfiber towels and other reusable items that reduce the need for disposable products
- Floor mat products made from 50% recycled content
- Paper products utilizing recycled content
- VOC Exempt, aerosol/propellant-free air-freshener options



FIRST AID & SAFETY

- Business line supports customers' health and wellness needs, including providing first aid stations
- Products and services help meet a broad range of workplace needs, including Skin Tone Bandages and products designated by the American Diabetes Association, such as Emergency Glucose
- Offer certified training, including American Heart Association CPR and first aid certification, as well as AED use, eye wash station usage and workplace safety topics
- WaterBreak® service helps reduce or eliminate plastic bottle usage



CLEANROOM

- ISO 9001-certified facilities provide specialized cleaning processes to support customers in the healthcare, pharmaceutical, medical device, biotechnology, electronic and specialized manufacturing industries
- Cleaning process removes contaminants from reusable products, including garments, coveralls, hoods, boots, goggles and microfiber mops
- Processing Plants placed at centralized locations to best support customers



FIRE PROTECTION

- Alarm and suppression systems provide lifesaving protection
- Exit lighting systems support safe evacuation in case of emergencies
- Extinguisher exchange program reduces need for new units
- Programs to recycle sealed lead acid batteries from emergency and exit lights and aluminum, steel and brass from old extinguisher units
- Partnership with National Fallen Firefighters Foundation supports local fire-prevention training initiatives



DESIGN COLLECTIVE® BY CINTAS

- More than 170 apparel styles made from sustainable materials, with more than 500,000 of these garment units currently in use
- Partnering with our trusted collaborations like Chef Works® and WonderWink™ to promote sustainable products
- Our most popular suiting collections, Momentum and Regeneration, are made from recycled plastic bottles
- Utilize True Fit™ technology to help with initial sizing accuracy and reducing additional material needs for re-fits
- Options to recycle prior apparel program garments to create reclaimed fiber for nonwovens and various filling applications when clients switch to a new apparel program
- Participate in Accelerating Circularity to explore expanded garment circular economies among major retailers and manufacturers



COMPANY INITIATIVES

- Targeted recruiting and leadership development programs expand and retain workforce diversity
- Competitive compensation, employee-partner benefits and retirement contribution programs
- Support community and philanthropic organizations with programming, donations and visibility
- Supplier compliance programs set expectations of our vendors' societal impact and monitor compliance with those expectations
- Utilize a vehicle-routing program for optimization of service routes, reducing mileage, fuel requirements, vehicle needs and purchases
- Expanded deployment of the alternative fuels program in our fleet
- Recently completed a solar grid at a Rental Plant for our first facility solar pilot

SETTING THE SAFETY STANDARD

Our commitment to OSHA's VPP Program has set a new standard for American companies. Cintas has more sites recognized by OSHA as VPP Star Certified than any other company.

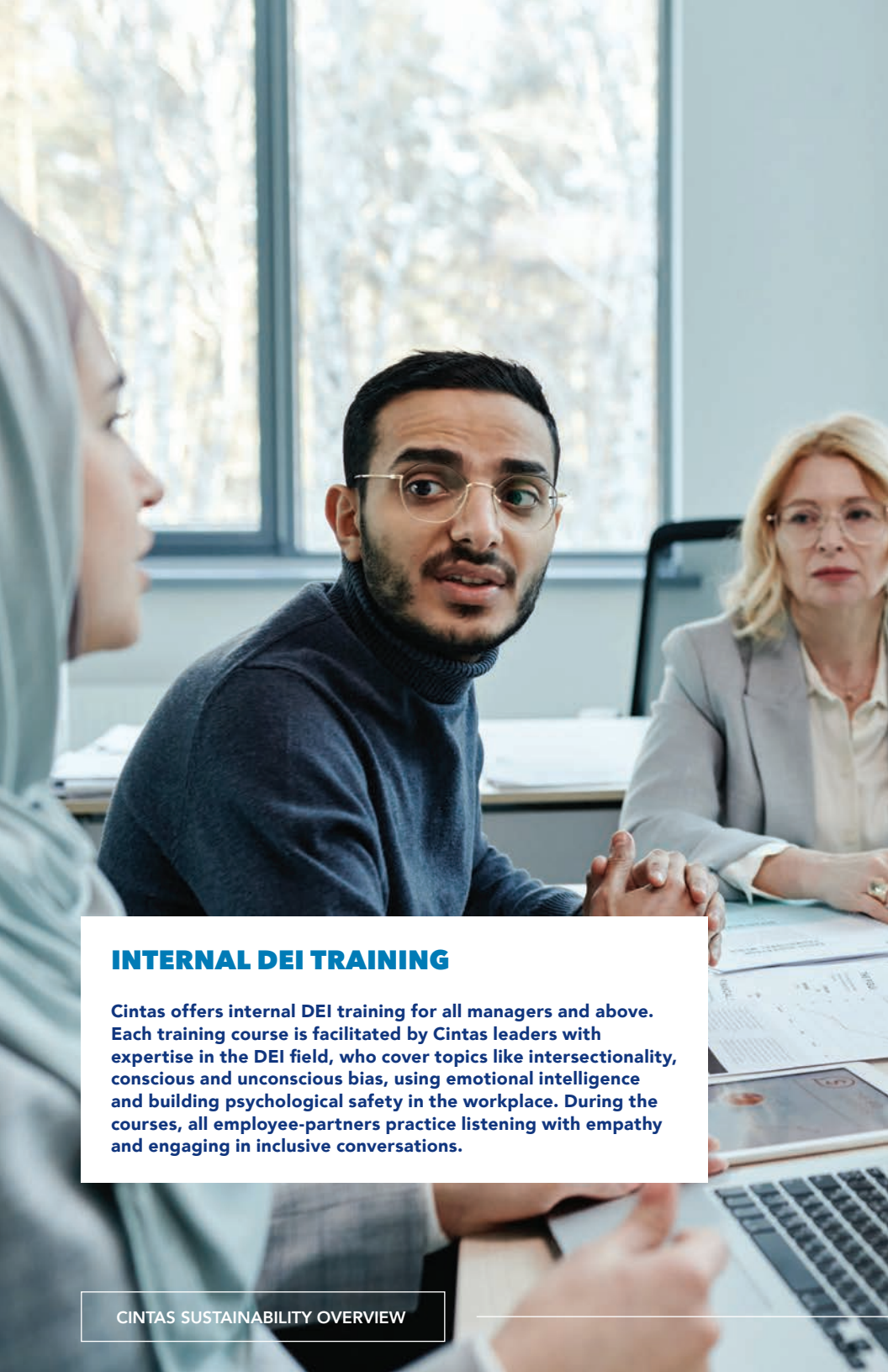


127

Cintas sites are recognized by OSHA as VPP Star Certified as of September 2023.



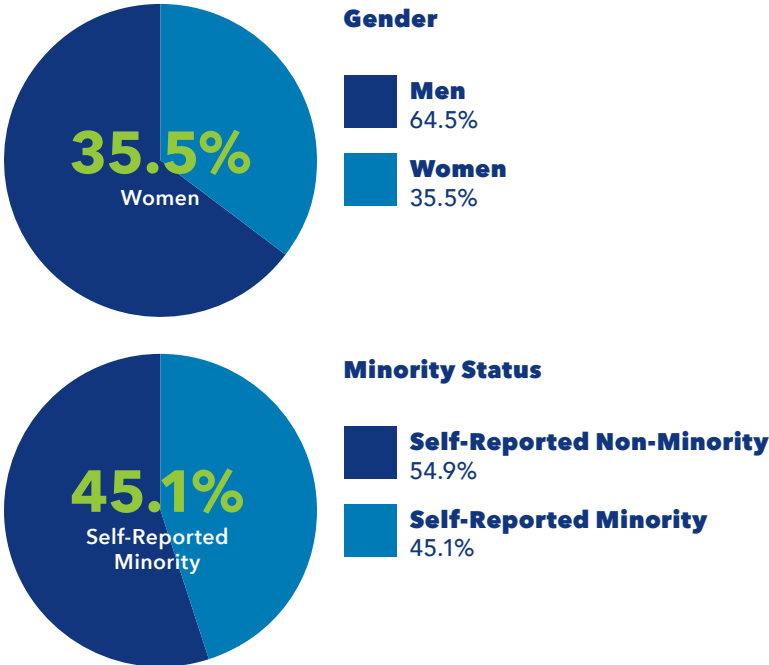
NOTE: The numbers appearing in the orange pins represent the number of VPP Star Certified locations in each locale.



CONTINUING TO ENRICH OUR DIVERSE AND INCLUSIVE WORKFORCE

Prioritizing diversity in the workplace cultivates a greater sense of belonging and purpose for employee-partners of all backgrounds while encouraging the exchange of diverse ideas and perspectives that continue to unleash our company's innovative potential. That's why Cintas is committed to diversity in its hiring, advancement and training practices.

FY'23 U.S. WORKFORCE HIGHLIGHTS



INTERNAL DEI TRAINING

Cintas offers internal DEI training for all managers and above. Each training course is facilitated by Cintas leaders with expertise in the DEI field, who cover topics like intersectionality, conscious and unconscious bias, using emotional intelligence and building psychological safety in the workplace. During the courses, all employee-partners practice listening with empathy and engaging in inclusive conversations.

SUPPLIER DIVERSITY

As part of our commitment to diversity, equity and inclusion, Cintas continues to source materials from a wide range of suppliers and partners. Our award-winning supplier diversity program includes a growing roster of minority organizations, creating a more diverse supplier base that improves our supply chain by adding increased competition, creativity and flexibility.

At Cintas we believe our Supplier Diversity efforts are an integral business strategy that impacts the communities in which we live and work. In Cincinnati, where we are headquartered, Cintas engages with local resources in the diverse business community that expands our reach, including the Hispanic Chamber of Commerce and the Cincinnati Minority Business Accelerator. We are also partnered with national and local advocacy agencies, including the National Minority Supplier Development Council and the Women's Business Enterprise National Council.



In FY'23, we spent
\$324.2 MILLION
with certified
DIVERSE SUPPLIERS*



Since FY'07, we have spent
\$3.442 BILLION
with
DIVERSE SUPPLIERS*

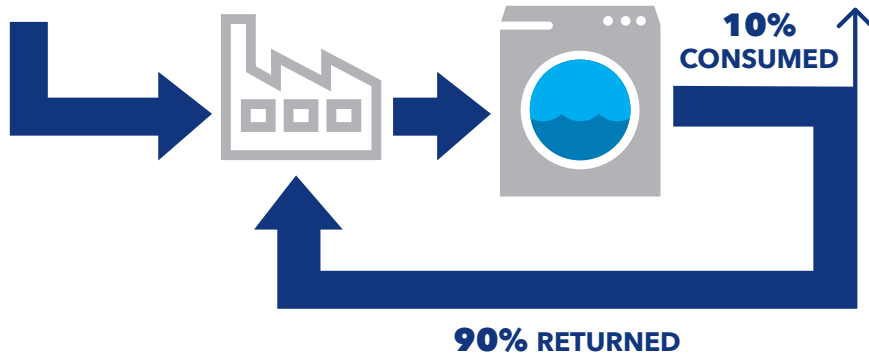
*To qualify as a diverse supplier at Cintas, the vendor must be: (A) A for-profit business headquartered in the United States or its territories; and (B) At least 51% owned, operated and controlled by a U.S. citizen who is a minority, woman or veteran.

WATER STEWARDSHIP

Cintas is committed to reducing our use of natural resources. As a water-intensive business, we continue to evolve our business practices to minimize our overall water withdrawal.

WATER CONSUMPTION

We return to municipalities approximately 90% of withdrawn water.



WATER EFFICIENCY

As our business grows and we process more textiles, we continue to invest in increasing the efficiency of our wash alley and improving our water usage.ⁱⁱ

SINCE FY'19



**29% DECREASE IN
WATER INTENSITY**



**9.4% DECREASE IN
WATER WITHDRAWAL**



**9.4% DECREASE IN
WATER DISCHARGE**



**9.3% DECREASE IN
TOTAL WATER CONSUMED**



**24.2% INCREASE IN
RENTAL REVENUE**

INDUSTRIAL LAUNDRY ADVANTAGE

At Cintas, we are committed to identifying new and innovative ways to reduce energy, water and chemistry usage, which helps decrease our environmental footprint across our operations. But also, the general use of industrial laundering for industrial workwear made of 65% polyester and 35% cotton — a staple of Cintas' product offering — fundamentally leads to less water, energy and chemistry use than home laundering.*

In FY'23, Cintas commissioned The Hohenstein Institute — an internationally recognized partner in testing, certification and research with a focus on textiles — to assess Cintas' industrial laundering processes, washers and dryers and to evaluate our overall water, energy and chemical efficiencies against typical home laundering machines and practices.

The study revealed substantial efficiencies in favor of Cintas over a wash process using consumer washers and dryers. Per pound of laundry, Cintas industrial laundry machines on average used only 0.784 gallons of water, 779.63 BTUs of energy and 0.27 ounces of chemical detergent, whereas typical consumer machines used 1.8 gallons of water, 1497.86 BTUs of energy and 0.32 ounces of chemical detergent for the same pound of laundry. That means on average home laundry requires 2.3 times more water, 1.92 times more energy and 15.6% more detergent than Cintas industrial laundering process.

Cintas remains committed to investing in the growth of our business while reducing the environmental impact of our equipment and processes and we anticipate the efficiencies realized over home laundry will continue to increase.

*METHODOLOGY: For the comparison, Hohenstein evaluated both home and Cintas laundering processes for heavy industrial workwear, which is typically 65% polyester and 35% cotton and is a staple of Cintas's product offering.

For home laundry assumptions, the study is based on a representative high-efficiency washer, a Whirlpool Model WFW6605M, and a high-efficiency dryer, a Whirlpool Model WED6605M, a load size of 8.45 pounds, and that the consumer uses a manufacturer-recommended detergent amount of 2.67 ounces per load. Based on publicly available data, the study assumes the washer uses 15 gallons of total water per load, and the energy demand is measured at 1735 BTU energy per load. The example dryer uses 7,330.68 BTU per load. For Cintas industrial laundry assumptions, the study utilized a data set derived from multiple test laundry loads of shirts and pants. The average load weight before washing was 500 lbs. Because Cintas's laundry facilities are largely standardized across the nation, Hohenstein assumed that the analysis is indicative of performance for the entire organization.

For more information regarding the methodology, see Cintas' FY'23 ESG Report.

TYPICAL HOME LAUNDRY USES MORE WATER, ENERGY AND CHEMISTRY THAN CINTAS INDUSTRIAL LAUNDRY

WATER USE

2.3 times more water is required by home laundry



Home Laundry

1.8 gal/lb.

Cintas Industrial Laundry

0.784 gal/lb.

Measured in gallons of water used per pound of laundry washed

ENERGY USE

1.92 times more energy is required by home laundry



Home Laundry

1497.86 BTU/lb.

Cintas Industrial Laundry

779.63 BTU/lb.

Measured in BTUs of energy used per pound of laundry washed

CHEMISTRY USE

15.6% more chemical detergent is required by home laundry



Home Laundry

.32 oz/lb.

Cintas Industrial Laundry

.27 oz/lb.

Measured in ounces used per pound of laundry washed

LOWERING OUR GHG EMISSION INTENSITY AND OUR ENERGY INTENSITY

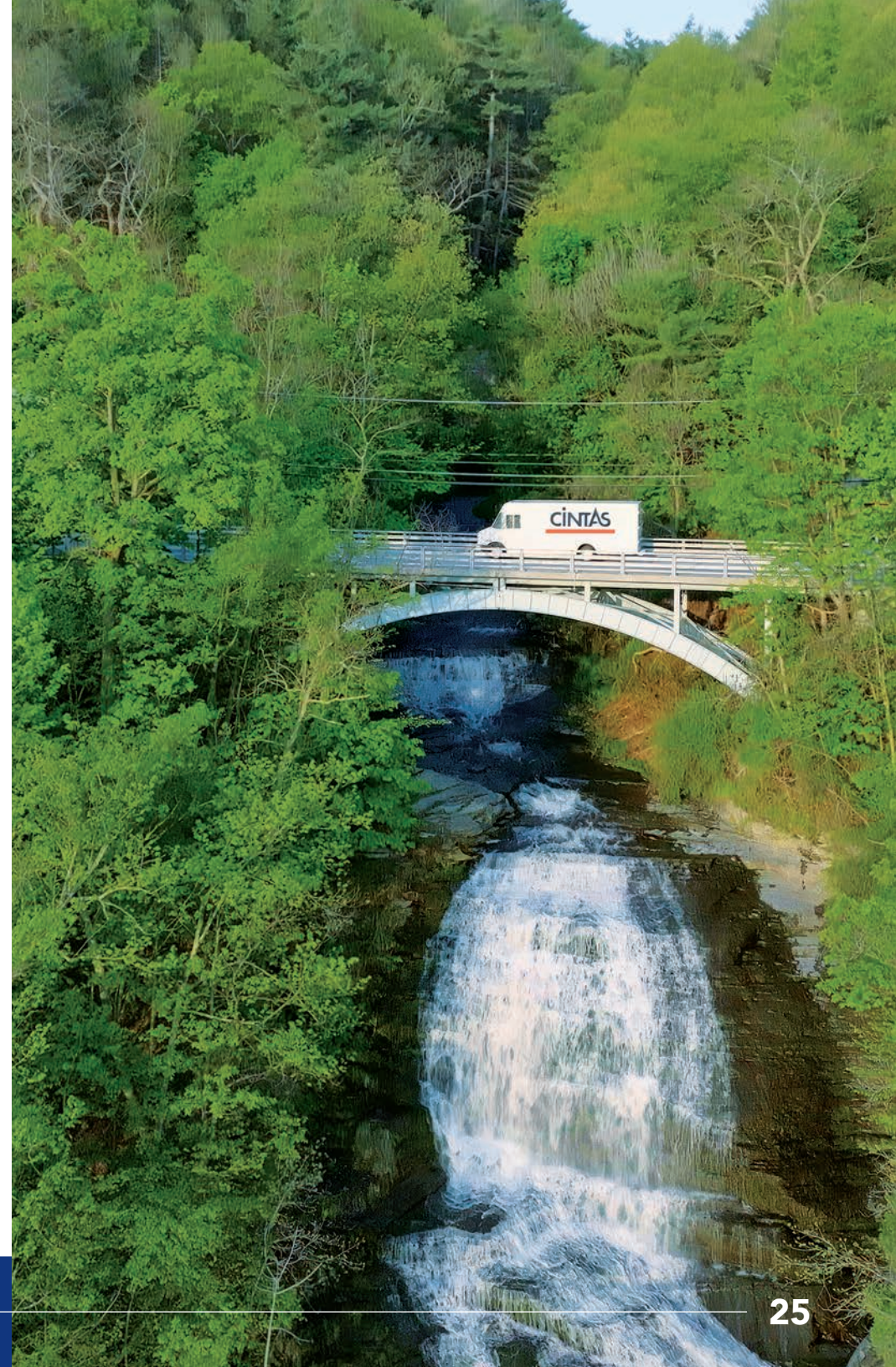
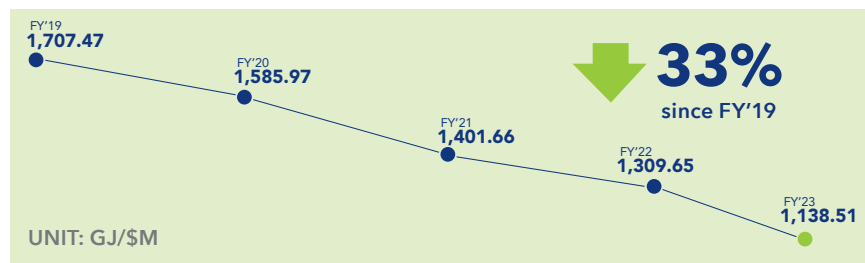
This year, we continued pushing forward on our path to Net Zero GHG emissions with process and technology innovations that reduce our energy consumption, carbon footprint and overall impact on the environment.

Since FY'19, we have realized a 35% reduction in emissions intensityⁱⁱⁱ throughout our organization and an energy intensity^{iv} reduction of 33%.

CINTAS FY'23 EMISSIONS INTENSITY



CINTAS FY'23 ENERGY INTENSITY



INNOVATING SUSTAINABLE APPAREL

Our business involves working with significant amounts of textiles and being responsible with the materials we source and how we use them is central to our sustainability goals — especially for our Design Collective® by Cintas business.

Design Collective is a flexible, collaborative partner that works with leaders in every industry imaginable. Our award-winning design team uses textiles made from recycled materials when possible and the team continues to look for and develop innovative ways to advance the sustainability of the textiles we use, the garments we create and the apparel business we run.

170 STYLES

in our Design Collective® by Cintas portfolio include

TEXTILES MADE FROM RECYCLED MATERIALS

- DuPont Sorona**
- Bamboo**
- Organic cotton**
- Recycled polyester (rPET)**
- Tencel™**
- Other cellulosic fibers**



WANT TO KNOW MORE ABOUT SUSTAINABILITY AT CINTAS?

To learn more, check out the complete 2023 Sustainability Report. You'll find more data, information and stories about everything we are doing to build a better future for our people, our planet and the communities we serve.



Visit Cintas.com/esg or scan the QR code.



¹In FY'24, Cintas began piloting a new suite of chemicals at a few select locations that has not received an award from the Environmental Protection Agency.

²Water intensity is calculated as Rental process locations' total water discharge as a factor of total company revenue in millions: ML/\$M.

³Emissions intensity is calculated as company's total Scope 1 and Scope 2 emissions as a factor of total company revenue in millions: MTCO₂e/\$M.

⁴Energy intensity is calculated as company's total energy use as a factor of total company revenue in millions: GJ/\$M.

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2023 CINTAS SUSTAINABILITY OVERVIEW

