
Cintas
Sustainability
PEOPLE. PLANET. WORKDAY.
A SHARED DRIVE
FOR BETTER
CINTAS
READY FOR THE WORKDAY
ELECTRIC VEHICLE

A MESSAGE FROM OUR CEO

The future is bright at Cintas. Each year we advance toward our vision of a better tomorrow through operational improvements and efficiencies that positively impact our employee-partners, customers and shareholders. We continue to embrace our vision of "A Shared Drive for Better," which guides us in our efforts to innovate and improve our operations.

Our corporate culture is at the heart of what drives Cintas' commitment to people and planet and also what defines the essence of Cintas and sets our people and our company apart. It embodies our principles, our values and a higher standard of excellence that drive our accomplishments, as well as reflects our shared spirit of positive discontent that compels us to never stop challenging the status quo and to always seek out new and innovative ways to make things better.

As we look to the future, our focus will remain on our people, customers, shareholders and communities. We are committed to maintaining our well-respected management system, which supports our growth and ensures that our actions are rooted in ethics, integrity and compliance. By prioritizing these values, we aim to create lasting positive impacts that benefit all our stakeholders.

Thank you for your continued support and partnership. Together, we are driving positive change and building a lasting future for everyone.

Todd Schneider, President & CEO

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'24, we were honored to again be recognized for the respectful, ethical and sustainable ways we operate.

RESPONSIBLE

INCLUSIVE

SUSTAINABLE

DEPENDABLE

HONORABLE

COMMENDABLE

FTSE4Good

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 chemicals[i]

Realize water and energy efficiencies compared to traditional at-home laundry processes

Improve overall laundry process and textile handling through advancements in process automation

Implement a scrap-to-recycle program, with over 10,000 garments recycled and diverted from landfills since January 2023

FACILITY SERVICES

Green Seal-certified products including Signet Glass & Multi-Surface Cleaner

EPA Safer Choice Certified Products including Branch & Vine soaps

NSF Certified Products including hand sanitizers, anti-bacterial foaming hand soaps, drain line maintainer

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

Developed repair and dying processes that create second-life opportunities for floor mats

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 female mannequins for CPR training, Skin Tone Bandages, Nutricare patches made from bamboo 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 for AED usage, eye wash station usage and workplace safety topics

WaterBreak® service helps reduce or eliminate plastic bottle usage

CLEANROOM

Strategic ISO 9001-certified Cleanroom facilities across the U.S. provide specialized cleaning processes to support customers in the healthcare, pharmaceutical, medical device, biotechnology, electronic and specialized manufacturing industries

Four-inspection cleaning process removes contaminants from reusable products, including garments, coveralls, hoods, boots, goggles and microfiber mops

Reusable cleanroom garment systems offer substantial reductions in energy consumption, CO_2 emissions and water usage compared to disposable garment systems*

*Cleanroom Coverall LifeCycle Assessment (LCA) conducted by Environmental Clarity and sponsored by the American Reusable Textile Association (ARTA)

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 and helps divert end-of-life units from landfills

Programs to recycle sealed lead-acid batteries from emergency and exit lights and aluminum, steel and brass from fire extinguisher units no longer fit for purpose

Partnership with National Fallen Firefighters Foundation supports local fire-prevention training initiatives

DESIGN COLLECTIVE

More than 200 apparel styles made from sustainable materials, with more than 600,000 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 to 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 and vehicle needs and purchases

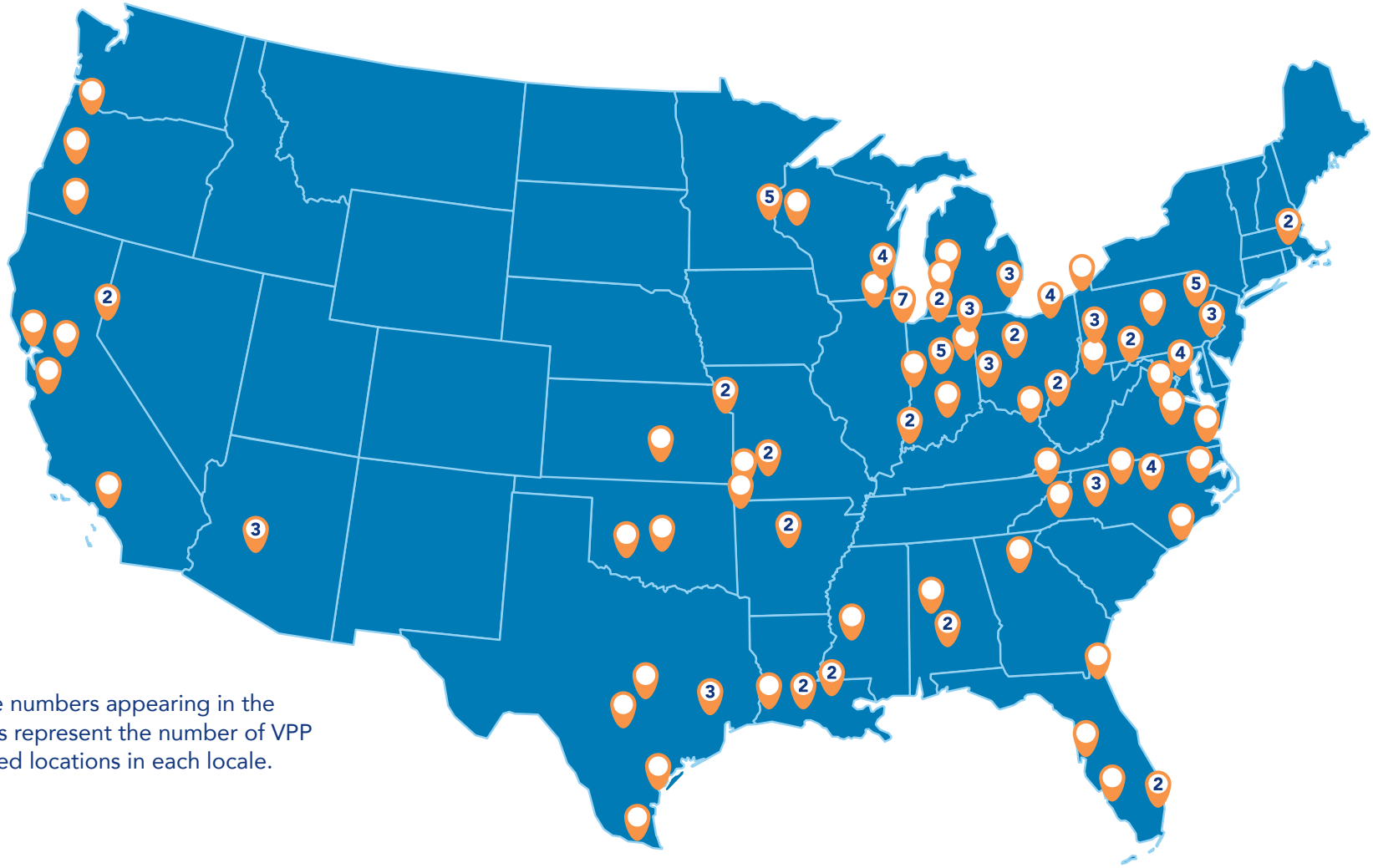
Expanded deployment of the alternative fuels program in our fleet

Completed a solar grid at our Piscataway, New Jersey, facility

SETTING THE SAFETY STANDARD

★129

At the end of FY'24, a total of 129 Cintas facilities are "Star Certified"—more than double any American ranked company for VPP.



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

BUILDING NEXT-GENERATION TALENT FOR IN-DEMAND TRADES

MAINTENANCE APPRENTICESHIP

Integrated training across mechanical, pneumatic, hydraulic, pumps and piping, HVAC, electrical, welding and more.

- Standalone full-time position strictly focused on maintenance-related activities
- Goal to provide well-rounded and practical training that supports broad skill set needed to succeed in a maintenance role at Cintas

FIRE APPRENTICE PROGRAM

Training in the service, inspection and repair of alarm systems, sprinkler systems and more.

- Program was developed and certified through American Fire Sprinkler Association (AFSA)
- Partners that complete the program are industry-certified

FINDING NEW WAYS TO PURSUE ZERO WASTE

At Cintas, when we say we're striving for zero waste, we really mean it. Across eight of our distribution center locations, our commitment to the Zero Waste Program[ii] demands that we divert more than 90 percent of the building's waste away from the landfill—through recycling and reusing materials.

Zero Waste by the Numbers

The Zero Waste Program, which is fully implemented across eight distribution centers, has diverted a total of 2,833.6 tons of waste from landfills, including:

- **1,793.5 TONS** — CARDBOARD
- **35.5 TONS** — PLASTIC
- **218.4 TONS** — CO-MINGLED PRODUCTS
- **32.1 TONS** — FABRIC AND TRIMMING
- **663.8 TONS** — PALLETS
- **18.4 TONS** — PAPER

ZERO WASTE ISN'T JUST A REUSE PROGRAM—it's an analytics initiative that requires capturing data every day and regularly identifying opportunities for improvement.

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.

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

*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' 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' 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.

UPCYCLING, REPURPOSING AND RECYCLING

In FY'24, the Fire Protection division recycled over 96,000 emergency and exit light batteries

Fire Extinguisher Processing Centers recycled over one million pounds of metal from fire extinguishers no longer fit for service

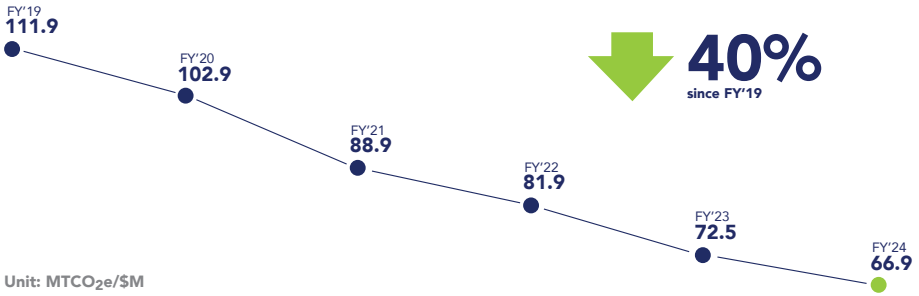
Donated more than 957,000 pounds of reclaimed garments to Matthew 25: Ministries for landfill avoidance

LOWERING OUR GHG EMISSION INTENSITY AND OUR ENERGY INTENSITY

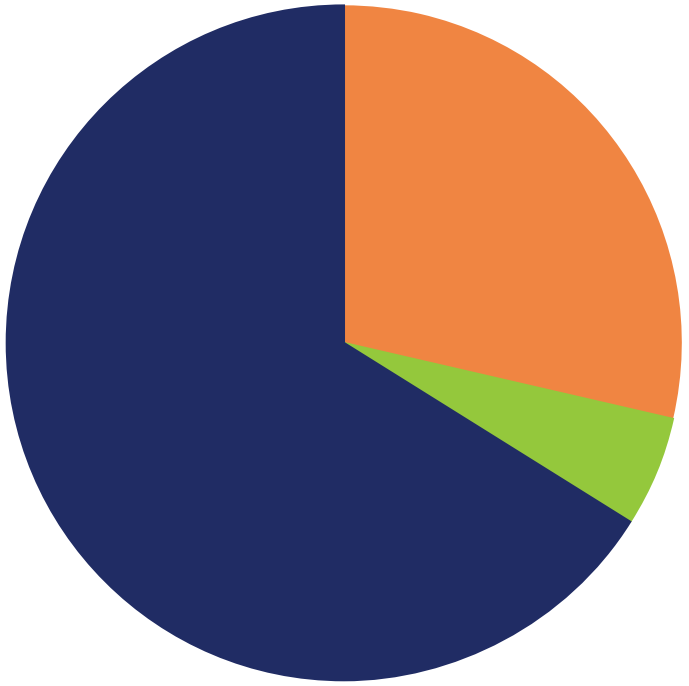
This year, we continued pushing forward on our path to Net Zero GHG emissions with process and technology innovations that reduce our energy consumption, carbon footprint and overall impact on the environment.

Since FY'19, we have realized a 40% reduction in emissions intensity[iii] throughout our organization and an energy intensity[iv] reduction of 40.8%.

CINTAS FY'24 EMISSIONS INTENSITY



CINTAS FY'24 EMISSIONS (MTCO2e)



Scope 1 / 540,217 $MTCO_2e$
Sites, fleet and aviation

Scope 2 / 102,225 $MTCO_2e$
Electricity and steam

Scope 3 / 1,262,123 $MTCO_2e$
Purchased goods and services, commuting and business travel

INNOVATING SUSTAINABLE APPAREL

Our business involves working with significant amounts of textiles; 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 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.

200+ APPAREL STYLES

in our Design Collective® by Cintas portfolio include

TEXTILES MADE FROM RECYCLED MATERIALS

Recycled polyester (rPET)
Tencel™
Other cellulosic fibers

WANT TO KNOW MORE ABOUT SUSTAINABILITY AT CINTAS?

To learn more, check out the complete 2024 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.

[i] In 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.

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

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

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

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