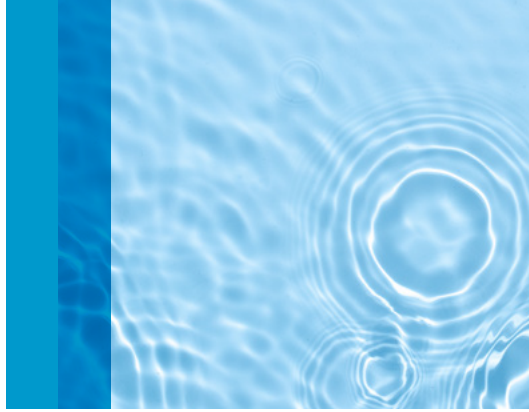


CINTAS[®]
READY FOR THE WORKDAY[®]

WE'RE READY[™]

CINTAS 2020 ESG REPORT



WELCOME

to our 2020 Environmental, Social and Governance (ESG) Report, in which we share our ESG performance with investors, employee-partners, customers, communities, suppliers and other interested parties.

ESG AT CINTAS

From the very start of our company's origins, the Cintas business model has been based on sustainable practices. Our journey started in 1929 during the Great Depression when Doc and Amelia Farmer collected shop towels that had been disposed of by manufacturing facilities along the Ohio River. They washed, recycled and sold the clean towels back to companies. Today, 79% of our total company revenue comes from our Uniform Rental and Facility Services business. Most of these items are cleaned and processed in ways that extend their lifespan and, when not in use, are re-stocked for future customers to maximize their lifespan. Our lasting commitment to the environment and our communities is evident from our processes and innovation, which ensure our rental facilities are operating efficiently. Our positive discontent drives us to do what is best for our employee-partners, shareholders, communities and the environment.

• Our Positive Impact in 2020 (p.3)

Working to help make the world a better place.

• Energy and Emissions (p.4)

Reducing our overall energy use, energy intensity and greenhouse gas (GHG) emissions.

• Water (p.5)

Minimizing freshwater withdrawals, reusing water and maintaining the quality of water we return to the environment.

• Safety and Health (p.6)

Maintaining the safety and well-being of everyone who works at or visits our facilities.

• Sustainable Supply Chain (p.7)

Protecting supply chain workers' rights and sourcing responsibly.

• Governance, Ethics and Integrity (p.8)

Doing business in an honest, professional and ethical way.

WHAT'S NEXT?

In 2021, we aim to expand our ESG reporting — including more clearly defining our governance around ESG-related risks and opportunities; continuing to be a leader in industry for water usage; exploring initiatives to replace fossil fuel (fleet); and continuing to optimize fleet fuel efficiency. We also look to continue our alignment with the [United Nations Sustainable Development Goals](#).

This report is for the fiscal year
June 1, 2019 to May 31, 2020.

ABOUT CINTAS

Headquartered in Cincinnati, Ohio, Cintas Corporation helps more than 1 million businesses get **Ready for the Workday®**.

We provide highly specialized products and services, including corporate uniforms, entrance and logo mats, restroom supplies, fire protection products, promotional products, cleaning products, first aid and safety products, and training.

We operate nearly 500 facilities in North America, including five manufacturing facilities and 12 distribution centers, and employ more than 40,000 people.

Key facts

\$7.09 billion
revenues

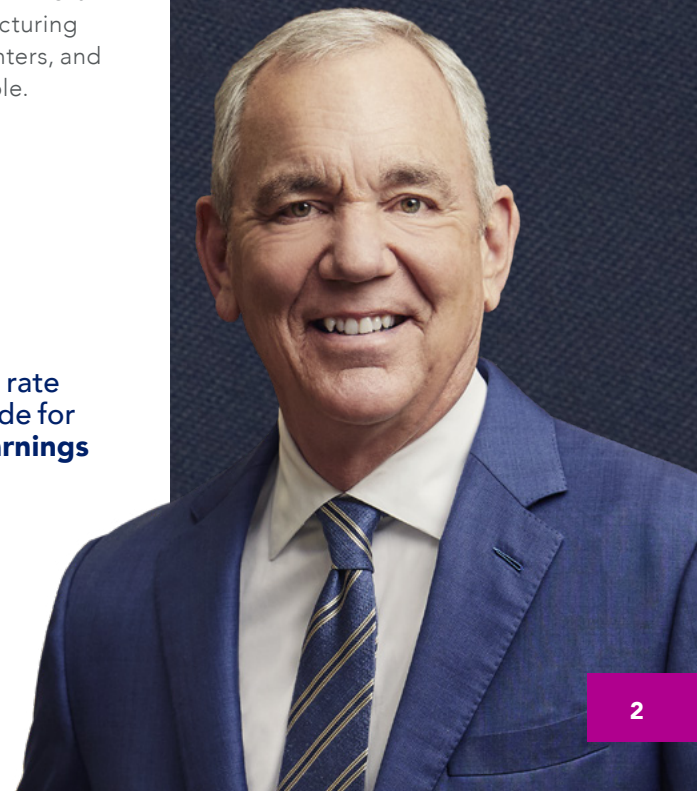
7.2%
compound annual growth rate
(CAGR) over the last decade for
revenue and **19.2% for earnings
per share**

36 years
consecutive increase in
shareholder dividend

//

Our company is dedicated to operating to the highest ethical and safety standards, creating a diverse and inclusive workplace, providing sustainable products and services, and caring for our communities. We're committed to doing the right thing and we're excited about the progress we believe we can make in the future. //

Scott D. Farmer
Chairman and Chief
Executive Officer, Cintas



WE'RE READY™ TO MAKE THE WORLD A BETTER PLACE

We strive to make a positive impact for our own people, as well as supporting good causes and lending neighbors a helping hand.

RESPONDING TO COVID-19

Using our Preparedness Plan, we implemented controls including physical barriers, social distancing, appropriate Personal Protective Equipment (PPE), and additional hygiene and cleaning regimes. Keeping people safe remains our top priority. Thanks to the diligence and flexibility of our employee-partners, we also continue to focus on providing essential products and services to our customers, from cleaning supplies, disinfectant services, hand sanitizer to scrubs, face masks and face shields.



200,000+

face masks and other safety supplies donated to various schools/organizations containing and treating COVID-19

DIVERSITY AND INCLUSION

Supporting diversity and equality at Cintas means fostering a respectful, creative, productive environment where every employee-partner can reach their full potential — regardless of gender, race, ethnicity, nationality, disability or age.

In 2020, Cintas was again included on the Military-Friendly® Employers list, earning a “Better for Veterans” designation, and was also named to the 2020 Disability Equality Index® “Best Places to Work.”

Our four Employee-Partner Business Resource Groups — focused on women, African American, Hispanic and Latin American, and military and veteran employee-partners — provide platforms for skills, experience and perspectives to shine through. In addition, our Management Trainee program helps us find the best talent for our leadership pipeline, and we monitor representation across manager and board positions.

COMMUNITY ENGAGEMENT

We're proud to partner with leading not-for-profit community organizations to make a positive impact.

We created our **Clothe the Kids** campaign with **Matthew 25: Ministries**, a humanitarian aid organization. Since 2003, our employee-partners have provided more than 3 million articles of clothing for disadvantaged children and contributed thousands of volunteer hours.

Our collaboration with the **American Heart Association** dates back to 2005. Since 2016, we have trained more than 714,000 customers on lifesaving CPR and first aid. We have also committed to raise \$100,000 every year through heart walks and runs. By forming and sponsoring Relay For Life teams, we help the **American Cancer Society** fund vital research, education and counseling.

Our First Aid & Safety Division has started a multiyear program with the **American Diabetes Association**. In FY '20, we gave Cintas First Aid Cabinets to 68 youth camps in 28 U.S. states, reaching more than 7,500 young people with type 1 or type 2 diabetes or prediabetes.

American Diabetes Association: Cintas visits ADA-sponsored summer camps as a part of our ongoing collaboration with the organization



This year, we celebrated the first anniversary of the **Cintas Partner Assistance Fund**, created to provide financial assistance to employee-partners who have been negatively affected by natural disasters. The fund began with \$500,000 seed money from the company. In FY21 the company is committed to donating \$2,000,000 to the fund.



\$490,059

raised for the American Heart Association through employee-partner giving, fundraising and corporate-wide auctions since 2005

WE'RE **ENGAGED** IN ADDRESSING THE CHALLENGE OF CLIMATE CHANGE

We are committed to reducing energy use and GHG emissions, and helping to address the global impact of climate change.

REDUCING ENERGY USE

The energy Cintas consumes in our rental operations includes electricity, primarily for lighting and process equipment, and fuel — natural gas and propane — for dryers, boilers, steam tunnels and building heating. Due to the nature of our operations, natural gas consistently represents the majority of gross energy consumption, accounting for 79% of a total 4.58 million gigajoules (GJ) (4.34 million MBTUs) in FY '20. As a result of introducing initiatives designed to improve wash chemistry and optimize laundry load weights in FY '20, our engineering team achieved a 7.4% (503,940 GJ) reduction in gross energy consumption.

We are measuring the energy intensity of our operations in megajoules (MJ) per 100 pounds to contextualize our energy consumption relative to the weight of material processed. This metric has become increasingly important to monitor as our business continues to grow and we realize a year-over-year increase in the total weight of material laundered. The average energy intensity of our rental operations has reduced from 178.25 MJ/100lbs in FY '19 to 160.57 MJ/100lbs in FY '20, meaning that 100 pounds of material processed today



Efficiency improvements are continually implemented at Cintas laundry facilities through innovation and upgrade of operations in an effort to preserve the natural environment

requires 10% less energy than was required a year ago. Note that this 10% reduction in energy intensity is a higher percentage than the 7.4% reduction of gross energy consumption, which is not being normalized to account for a 2.8% increase in laundry processed in FY '20. We are committed to lowering the total amount of energy that we consume in our operations, regardless of the fact that we are processing more each year. Data from the Textile Rental Services Association of America (TRSA) indicates that for in-plant production, we use 30% less energy than our peers.

In FY '20, we also upgraded our lighting technology to LED at nine locations, where we are achieving up to a 50% reduction in lighting load. We are working to accelerate implementation of LED lighting upgrades at an additional 30 of our rental locations in FY '21.

LOWERING GHG EMISSIONS

The consumption of energy and fuel within our rental and facility service operations result in GHG emissions, including carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). In FY '20, our GHG emissions for the U.S. and Canada totaled 954.8 million pounds of CO₂ equivalent (CO₂e). Our gross direct (Scope 1) GHG emissions were 7.8% lower than in FY '19, while indirect (Scope 2) emissions fell by 6.1%. TRSA comparisons suggest that our emissions, are more than 10% lower than the industry average.

We continue our efforts to reduce vehicle emissions by focusing on increased fuel efficiency, alternative fuels and route optimization.

With 28.5 million hundredweight of material laundered, our GHG emissions intensity for FY '20 is down 9.3% from FY '19.



10%

annual reduction in energy use by Cintas rental operations through energy-efficiency initiatives



6.7%

annual reduction in total gross Scope 1 and 2 emissions



Cintas laundry process is

55%

more energy efficient than home laundry*



TRSA reporting shows Cintas uses

30%

less energy than peer companies, which results in 10% lower emissions than industry average

*Home laundry calculations are based on WSI (Washing Systems LLC) studies

WE'RE COMMITTED TO USING WATER RESPONSIBLY

Water is essential for our operations, but we know we must be a steward of this shared resource by minimizing use and maximizing reuse.

USING LESS WATER, REUSING MORE

In FY '20, our North American rental operations withdrew 3.16 million kilogallons (11.9 million m³) of freshwater — 390,600 kgal less than in FY '19 — from 14 major river basins, including the Mississippi – Missouri (30.9% of the total), St. Lawrence (18.4%) and the Gulf of Mexico (15%).

We continually evaluate opportunities to reduce our water use from areas experiencing high water stress. Our 2020 water risk assessment identified 19% of total rental operations are in areas of high water stress across North America. Around 20% of our water use was withdrawn in areas with high or extremely high levels of water stress, a 1% reduction from FY19.

Most of the purchased water we use for our rental operations is freshwater obtained from third parties, although, where available, we treat and reuse water for rinsing of mats. A mix of water-efficiency projects and continual process improvement is being used to reduce our reliance on freshwater. We have also installed water reclamation and reuse systems across many of our facilities.

We carefully monitor and control our laundering process to minimize water usage intensity; in FY '20, the amount of water required to process a pound of laundry was 11% less than industry peers, according to the TRSA's 2018 report.

MANAGING WASTEWATER

Our laundering processes generate far less wastewater than home laundering. During the laundry process, an estimated 10% of freshwater is lost to evaporation, while the rest is reused or discharged.

Our facilities discharge washing process effluent to publicly owned treatment works in compliance with local discharge standards and permits, which require varying degrees of pretreatment and reuse. This year, we returned an estimated 2.8 million kgal (10.6 million m³) of the water withdrawn to local water bodies.

Looking ahead, we plan to install more advanced wastewater treatment technologies, such as membrane filtration. Membrane filters will enable us to increase the amount of water we can reuse, while also removing emerging pollutants.

88.4%

of water withdrawals were returned to the environment

The Cintas laundry process is

42%

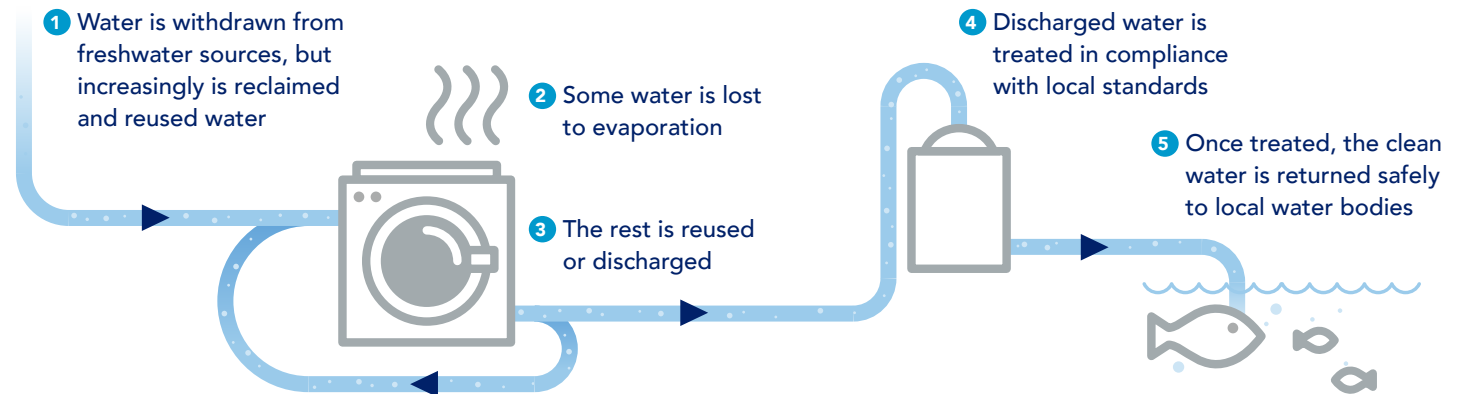
more water efficient than home laundry*

TRSA reporting shows Cintas required

11%

less water per pound of laundry to process than peer companies

Water and our laundering processes



*Home laundry calculations are based on WSI (Washing Systems LLC) studies

WE'RE **INSPIRED** TO CONTINUE MEETING THE HIGHEST STANDARDS

Guided by our Safety Vision, we want every site to be injury-free, every employee-partner to help improve safety and Cintas to be known as a global leader in safety and health.

MANAGING SAFETY AND HEALTH

To enforce internationally recognized standards, we have implemented an occupational health and safety management system in accordance with the Occupational Safety and Health Administration (OSHA). Employee-partners, contractors, vendors and visitors are all covered by the system, which focuses on hazard prevention, training, management commitment and worker involvement. We're also engaged in continuously improving performance through our Safety Improvement Committees in every operation, while corporate safety and health partners conduct annual reviews of our operations.

Our safety and health team has developed more ergonomic ways to handle laundry, a system for accessing industrial laundry machinery, a device for safe electrical maintenance and programs for contractors to earn safety qualifications. Such initiatives have contributed to a reduction in total injury rate (TIR) over the last decade, from 5.28 in FY '10 to 1.79 in FY '20.

 **66%**
reduction in TIR over the last decade

SAFETY AND HEALTH TRAINING

Every year, our employee-partners receive online, on-the-job and classroom training on 30 safety topics — and all maintenance staff must complete the Maintenance Safety Certification. In addition, every manager attends OSHA's 10-hour Safety



#1

Cintas has a strong commitment to safety engagement at our facilities. So it's not surprising that more than 100 of our U.S. locations have received OSHA's **"VPP Star Recognition for Workplace Safety"** — the ultimate award for the practice of exemplary occupational safety and health. Of course achieving this distinction is no small feat, given the fact that it can take several years to complete the rigorous onsite evaluations conducted by OSHA and other agencies.

Improvement course and each member of our Senior Management team takes the Management and Leadership Skills for Environmental Health and Safety Professionals Course, part of the Harvard T.H Chan School of Public Health safety and health curriculum.

HEALTH AND WELLNESS

Our long-running Live Well program supports employee-partners on their health and wellness journeys. We provide free biometric screening, annual free flu shots, tobacco cessation sessions and an employee-partner assistance program, which offers advice on mental health, legal and financial issues.

The Live Well program includes free flu shots on location for all employee-partners



WE'RE DEDICATED TO MAINTAINING AN ETHICAL SUPPLY CHAIN

We require our vendors and contractors to conduct business in an ethical and moral manner, both domestically and internationally.

MANAGING HUMAN RIGHTS AND LABOR RIGHTS IMPACTS

We have zero tolerance of all forms of forced, trafficked, slave and child labor in our supply chain, as outlined in our Vendor Code of Conduct.

We proactively review and monitor compliance with the Code's conditions using an annual 322-point audit program. These are third-party, independent audits conducted by auditors certified under WRAP (Worldwide Responsible Apparel Production) guidelines.

Each of these social compliance audits of our suppliers results in a Corrective Action Plan. We reserve the right to terminate our business relationship with any supplier that does not take the corrective actions needed to address any non-compliances.

HUMAN RIGHTS TRAINING

Cintas conducts training to ensure that employee-partners and others with direct responsibility for supply chain management are aware of the issues and concerns surrounding the supply chain, including the risk of human trafficking and modern slavery. To reduce business and reputational risk, human rights training is mandatory for all supply chain supervisors and managers.

Using real-life scenarios and referencing current global regulations, the TRACE e-learning course outlines the requirements of global trafficking-related statutes, including the UK Modern Slavery Act and U.S. Federal Acquisition Regulation, which helps learners to understand human trafficking risks and formulate a plan to identify and avoid trafficked labor.

TRACE e-learning: helps companies conduct business ethically and in compliance with the U.S. Foreign Corrupt Practices Act, UK Bribery Act and other similar anti-bribery legislation



ASSESSING NEW SUPPLIERS

Our purchasing agreements require all suppliers and contractors to comply with the Vendor Code of Conduct and applicable laws within each country of operation and conduct their business in an ethical manner. While we recognize the many different legal and cultural environments throughout the world, the Code sets out the basic requirements all vendors must meet to do business with us.



Around **200** social compliance audits of our suppliers were conducted during FY '20

WE'RE READY™ TO CONTINUE DOING THE RIGHT THING EVERY DAY

Across our company, we are committed to corporate responsibility, operating honestly and fairly, and doing what's right.

GOVERNANCE STRUCTURES

The Cintas Board of Directors is the highest governing body in our organization. Our Board is made up of eight members (six male and two female) and all senior leaders report to our CEO, Scott Farmer, who is also Chairman of the Board.

The entire Board oversees our risk management process. We use a comprehensive enterprise risk management (ERM) process to monitor, measure and manage risks, review our risk exposure and elevate certain key risks for discussion at Board level as appropriate.

The directors are organized into committees — the Executive Committee, Nominating and Corporate Governance Committee, Audit Committee and Compensation Committee — to address key issues in greater detail.

VALUES, PRINCIPLES AND STANDARDS

Our Corporate Culture spans our beliefs, ethics and values, including honesty and integrity, hard work, trust and respect, as well as defining a common language and customs. All management trainees and manager-level hires undergo Corporate Culture training. Employee-partners celebrate and recommit to the company's culture and values at an annual "Spirit Day" across all locations.

Our Code of Conduct and Business Ethics framework outlines our values and our high standards of ethical conduct. Although our entire management team is responsible for teaching and modeling our organization's values, principles, standards and expected behaviors, our CEO maintains ultimate responsibility for them.

// *Our Corporate Culture spans our beliefs, ethics and values, including honesty and integrity, hard work, trust and respect.* **//**



The Cintas Code of Conduct is an important part of our values and reflects our company's commitment to ethical business practices and regulatory compliance

REPORTING CONCERNS

We are committed to complying with all applicable laws and regulations, and to reporting situations or issues that are in violation of the law, company policy or our core principles. Employee-partners have access to several mechanisms to report questions or concerns: they can speak with their supervisor, a Human Resources

representative or the Compliance Department, or call the Cintas Direct Line, a dedicated, 24/7 toll-free phone line operated by an independent third party.

OUR PARTNERS MAKE US A RECOGNIZED LEADER



Forbes Magazine
2020 Best Employer for Diversity



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