

# A SHARED DRIVE FOR BETTER —

Community. Planet. Workday.





# PARTNERING FOR A BETTER TOMORROW

At Cintas, we're committed to **A Shared Drive for Better**. And every one of our employee-partners has a big role in helping us make that happen. In FY'22, we laid the groundwork for reaching our ESG ambitions. Here are some of the highlights of what we accomplished together.

# REDUCING, REUSING, AND RECYCLING SINCE 1929

ESG concepts have been engrained in our company since its very beginnings. The origins of our sustainable business model date back to 1929 and the Great Depression, when Doc and Amelia Farmer collected dirty, discarded shop rags from Cincinnati-area businesses' trash. They took these home to be washed, then resold them to the same businesses. They created a local circular economy for the product — and established the foundations of spirit and ingenuity for which Cintas has become known. Since then, Cintas has continued to introduce new products and services that help customers keep their own facilities, employees and customers cleaner, safer and healthier — pushing Cintas to the company it is today.

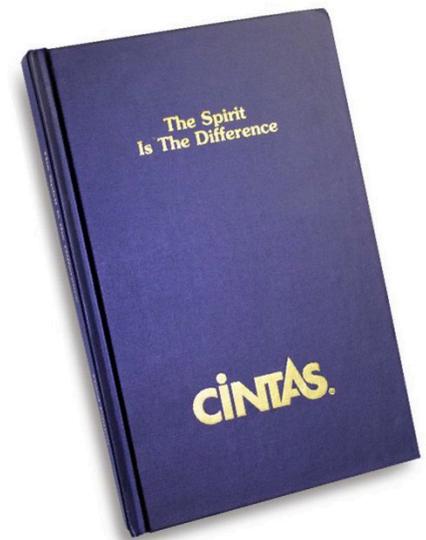
We provide a host of products and services to help businesses open their doors with confidence. Our company portfolio includes a wide range of environmentally and socially focused products that promote a cleaner environment, an ethical supply chain, and the safety and health of the communities we serve.



# CORPORATE CULTURE



Dick Farmer, who established modern Cintas in 1968, developed Cintas' foundation with our values, standards and practices, and our Corporate Culture. He was ahead of his time, incorporating ESG values in the company's culture and operations long before the ideas of ESG and corporate social responsibility were commonly articulated. His personal insights inspired the book, "The Spirit is the Difference," and that title has become a common phrase for Cintas partners as they describe what makes the atmosphere here unique. Our culture has three elements—our Principal Objective, corporate character, and our management system. In 1979, our Board of Directors established our principal objective as, "We will exceed our customers' expectations to maximize the long-term value of Cintas for its shareholders and working partners." Our corporate character is summarized by the ethical values, standards, and attitudes we aspire to exhibit to each other, to our customers, and to the communities in which we do business. And finally, our management system is guided by dynamic policies and procedures that help promote our ethical, operational, and cultural expectations for our business.



To strengthen our Corporate Culture, we made our Direct Line accessible through text messaging in 2022. Anyone can report any violations or concerns through our Direct Line, a confidential third-party resource dedicated to Cintas' stakeholders and operated 24 hours a day, seven days a week. Our Code of Conduct and Business Ethics and Vendor Code of Conduct are both extremely important in maintaining our Corporate Culture as well. Since 2019, 100% of our employee-partners who were assigned training and employed at Cintas prior to the completion deadline have successfully completed Code of Conduct and Business Ethics, Workplace Harassment Prevention, Workplace Violence Prevention, Information Security Awareness, and/or Anti-Corruption Training.

# BETTER PRODUCTS AND SERVICES FOR A BETTER WORLD



## Uniform Rental

- Maintain and reuse apparel, reducing overall raw material requirements
- Use wash chemical mixes that include a U.S. Environmental Protection Agency award-winning suite of chemicals
- Execute a wash process that is significantly more water and energy efficient than traditional at-home laundry



## Facility Services

- Offer Green Seal-certified products
- Provide Design for the Environment (DfE) chemicals
- Deliver refillable dispensers, package-free products, and microfiber towels and other reusable items that reduce need for disposable products
- Offer floor mat products made from 50% recycled content



## First Aid & Safety

- Offer products that support customers' health and wellness needs, including first-aid stations
- Satisfy various workplace needs with products like Skin Tone Bandages
- Deliver certified training, including American Heart Association CPR and first aid training, as well as workplace training in AED use, eye-wash station use, and other safety and health topics
- Provide Waterbreak® service, reducing plastic bottle use



## Fire Protection

- Offer a fire extinguisher exchange program that reduces need for new units
- Support exit lighting systems and alarm and suppression systems that provide lifesaving protection
- Provide programs to recycle emergency and exit lights and old fire extinguisher units
- Partner with National Fallen Firefighters Foundation that supports local fire-prevention training initiatives



## Design Collective

- Offer 150+ apparel styles made from sustainable materials, with more than 400,000 garments in use
- Offer proprietary ComfortFLEX® fabric made from recycled polyester and the Regeneration Collection made from recycled plastic bottles
- Provide True Fit™ to help with initial sizing accuracy, reducing additional material needs for re-fits
- Participate in Accelerating Circularity to explore expanded garment circular economies among major retailers and manufacturers



## Clean Room

- Maintain ISO 9001-certified facilities that provide specialized cleaning processes to support customers in fast-evolving and high-demand technological, manufacturing, and science-based industries
- Utilize a cleaning process that sanitizes reusable products
- Offer capabilities in centralized locations around the United States to best support customers

# LEADING WITH HYGIENICALLY CLEAN CERTIFICATION

To help provide added confidence to our customers and their employees, we expanded a third-party audit process in our Rental division to certify that processes meet standards for hygienic cleaning. The Hohenstein Group, the international leader in testing, certification, and research, independently audits each of our Rental processing and branch locations annually.

In the United States and Canada, our 311 Rental processing and branch locations that process garments, apparel, and other service textiles, have their cleaning processes audited for certification of hygiene control management each year. The Hohenstein Group's inspection includes a 74 line-item assessment of the entire facility, including:

- Evaluation of the disinfection efficiency of the laundry chemicals
- Assurance of quarterly textile testing
- Analysis of 11 critical sample points throughout the plant to ensure that 99.99999% of bacteria is removed during the laundering process

When certified, our Rental processing locations meet standards for hygienic cleaning for healthcare, food processing, and hospitality items. These annual audits help provide our customers with added assurance that our laundry processes are consistent throughout our company and assist our customers with the audit requirements mandated by their respective industries.



# CINTAS HONORED

Cintas and its employee-partners strive to operate our business in a manner that inspires respect. This model is intrinsically linked to the concepts of sustainability, value, innovation, and partnership. In FY'22, we were honored with recognitions that reinforce our commitments to operating in a sustainable, ethical, and meaningful way for our customers and the communities we serve.



FTSE4Good



# TEAMING UP TO CHANGE THE WORLD

Since forming the role of Vice President of Environment, Social, and Governance (ESG) and Chief Compliance Officer in September 2022, the newly created ESG team works with business and functional leaders across our company to develop and enhance our ESG strategies. The group also works side by side with other employee-partners to help educate and raise awareness about these initiatives and how they complement and support Cintas' broader ambitions.

In FY'22, Cintas also formed a new cross-functional ESG working group of executive leaders and subject matter experts—the PACE Team (Partners for A Cleaner Environment)—to not only support existing environmental sustainability initiatives and related goals, but to also identify and develop potential strategies to drive our ESG ambitions further.

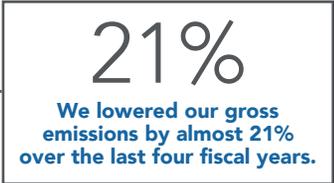
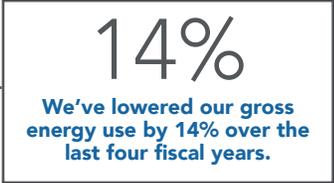


# A DRAMATIC DECREASE IN EMISSIONS INTENSITY AND ENERGY USE

Our focus on operationalizing efficiencies throughout our organization has resulted in an almost 27% reduction in emissions intensity since our FY'19 base year. In that time, we've lowered our annual emissions intensity from 113.1 in FY'19 to 82.6 in FY'22. Following decreases of our emissions intensity of 7.6% in FY'20 and 14.6% in FY'21, we lowered our emissions intensity by another 7.5% in FY'22.

Over the last four fiscal years, we've lowered our total energy use by almost 2.3 million gigajoules, representing more than a 14% reduction in gross energy use during that time.

Efforts to reduce energy use in our facilities have had a noticeable effect on our gross emissions, lowering our facilities' gross emissions by almost 21% since FY'19. Our Operational Excellence and Reliability efforts have helped us realize these annual reductions in gross metric tons of carbon dioxide equivalents (MTCO<sub>2</sub>e) of the Scope 1 and Scope 2 emissions produced by our facilities since FY'19. We reduced our annual emissions by 7.8% in FY'20, 11.4% in FY'21, and 3.0% in FY'22.



# WORKING TOWARD A GREENER FLEET

Cintas operates one of the largest corporate fleets in North America, and this fleet is a significant source of our Scope 1 emissions. Our ability to remove fossil-fueled vehicles and introduce more alternative-fuel units will be an important factor in our ability to reduce carbon emissions. One of the ongoing initiatives identified in our Path to Net Zero is a refreshment of this fleet.



Early in FY'22, we deployed the first two EVs in our pilot program at one of our Los Angeles locations. As of this publication, more than 15 electric vehicles from five manufacturers have been deployed into service in various markets around the United States:

- Cincinnati, Ohio
- Detroit, Michigan
- Los Angeles, California
- Minneapolis, Minnesota
- New York, New York
- San Francisco, California
- San Jose, California
- Seattle, Washington

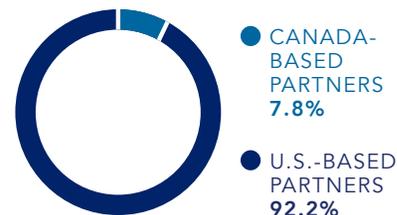
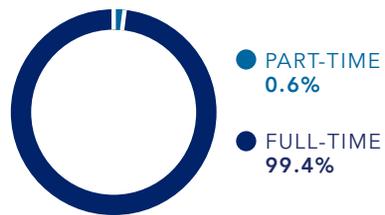
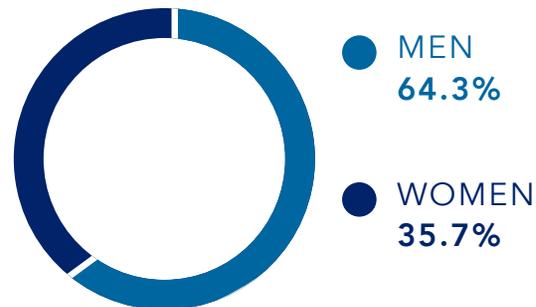
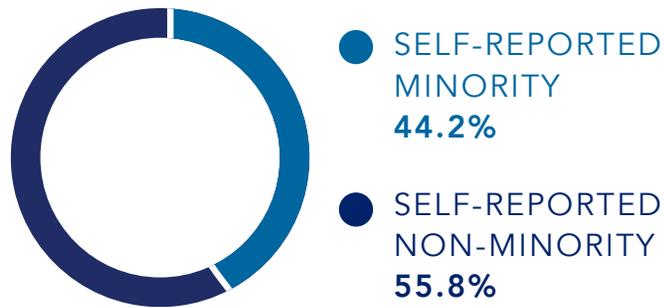




# OUR FACILITIES HAVE BECOME MORE ENERGY EFFICIENT THAN EVER

As FY'22 closed, Cintas was nearing completion of our multiple-year, company-wide LED lighting transition project to help us lower energy use at some of our older, more energy-intensive locations. To date, our engineering teams have completed LED lighting installations at more than 125 locations, with fewer than 50 locations left to be completed in the current phase. In the locations already completed, the LED installations will save the company almost 23.3 million kilowatt hours of energy use annually—equating to 16,501 MTCO<sub>2</sub>e avoided each year. In FY'22, we also explored opportunities to test solar technology and initiated a solar power pilot installation at one of our Rental facilities. Working with the state of New Jersey, we began the installation of our first solar power system at our Rental location in Piscataway in early FY'23. Once the system is fully installed, we will evaluate its capabilities and determine whether solar-powered systems are a viable option for other Rental facilities. We anticipate the data will help us evaluate the system's performance year-round, and compare operational costs to traditional utility-based energy sources. Ultimately, the performance of the pilot system in New Jersey will help us better evaluate how renewable energy sources like solar may fit into our future.

# A DIVERSE GROUP OF PARTNERS AND SUPPLIERS



\* Figures relate to our 42,693 employees in the United States and Canada, with the exception of the Self-Reported Minority and Non-Minority data. Those percentages relate only to partners in the United States, because Canadian law restricts and regulates the collection and use such data.

**Diverse Supplier Data**

**FY'22**  
YEAR

**13.0%**  
% OF U.S. SPEND

**\$318.1M**  
\$ SPEND ON DIVERSE SUPPLIERS

We believe our award-winning supplier diversity program is a model for our industry and business. Our diverse supplier base better meets customer needs by providing enhanced product offerings and reflecting the ever-changing demographics of the communities in which we do business.



**IMPACT**

Employee-partners in the LGBTQ+ community and allies



**LEAD**

Asian and Pacific Island (API) employee-partners



**RISE2**

Black and African American employee-partners



**TODOS**

Hispanic and Latin employee-partners



**VALOR**

Military-affiliated employee-partners



**WAVE**

Female employee-partners

# OUR PARTNERS ARE SUPPORTED AND EMPOWERED

Our Partner Business Resource Groups (PBRGs), Cintas' workplace affinity groups, are an important element in our overall human resources and human capital strategy. IMPACT (for our LGBTQ+ community and its allies) and LEAD (for our Asian and Pacific Islander community) were created in 2022 in response to these growing employee-partner populations in our company and their appetite for group-based, collaborative development resources. PBRGs provide their members, who have similar backgrounds or life experiences, with focused outlets to share their voices and perspectives, develop leadership skills, exchange experiences, and support one another professionally. They also provide a platform for management to hear directly from our employee-partners about the issues that matter most to them.

# SETTING THE SAFETY STANDARD

Our commitment to OSHA's VPP Program has set a new standard for U.S. companies. A total of 127 Cintas sites were recognized by OSHA as VPP Star certified as of September 2022, a total that outpaces every American company.



# READY TO LEARN MORE?

To learn more about our ESG Journey, check out our complete 2022 Cintas ESG Report, which includes more information, data and stories about our ESG Journey.

Visit [cintas.com/esg](https://cintas.com/esg) or scan the QR code below.



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