



Political Contributions

PURPOSE & SCOPE

Public policies set at federal, state, and local levels may impact our company, customers, employees, who we call partners, and the communities in which we operate. In some cases, it may be appropriate and in the best interest of Cintas to participate in the political process to promote and protect our business, our employee partners and the communities in which we do business. This document outlines our commitment to the highest level of compliance, transparency and integrity in our political contributions.

POSITION

- **Corporate Contributions**
Cintas Corporation has historically made a very limited number of political contributions. Where permitted by law, Cintas Corporation may make modest political contributions using corporate funds to state and local candidates, initiatives, and organizations. All corporate political contributions require prior written approval of our Senior Vice President, Secretary & General Counsel. In calendar year 2022, Cintas did not make any political contributions.
- **Cintas Corporation Partners PAC**
The Cintas Corporation Partners PAC ("Cintas PAC") is Cintas's Political Action Committee. The Cintas PAC is a separate legal entity from Cintas Corporation. It is funded by voluntary contributions from our employee partners. The Cintas PAC makes contributions, where allowed, to federal, state and local candidates for public office.
- **Cintas Corporation Partners PAC Membership and Solicitation**
Cintas PAC solicitations are conducted in compliance with all FEC regulations governing solicitations and our policy is to only solicit management employee partners. No executive or manager at Cintas Corporation may coerce another employee partner into making a political contribution to the Cintas PAC. All employee partners receive regular communication about the use of the Cintas PAC funds. Input from our managers and executives help the Cintas PAC determine which candidates the Cintas PAC will support.
- **Contributions to Federal, State and Local Candidates for Public Office**
All Cintas PAC contributions are reviewed and approved by the Cintas PAC Committee, which is made up of a cross section of Cintas partners and overseen by Brock Denton, Senior Vice President, Secretary & General Counsel, and Michelle Goret, Vice President of Corporate Affairs.
- **Reporting**
Cintas Corporation and the Cintas PAC comply with all laws governing political contributions and file all required reports.