



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 policy outlines our commitment to the highest level of compliance, transparency and integrity in our political contributions and is designed to ensure that any political contributions and lobbying activities are consistent with Cintas's core values, benefit the long-term interests of our shareholders, and comply with all applicable laws. The policy is also intended to provide stakeholders with additional information about political engagement oversight and reporting.

Our Nominating and Corporate Governance Committee of the Board of Directors has approved this policy and receives periodic updates on the political engagement activities covered by this policy.

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 (not federal) candidates, initiatives, and organizations. All corporate political contributions require the prior written approval of our Senior Vice President, Secretary & General Counsel. If a Cintas employee partner inadvertently uses company resources in connection with a federal election campaign, the employee partner is required to notify the Cintas Legal Department.

- **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 the Senior Vice President, Secretary & General Counsel and Vice President of Corporate Affairs.

- **Contributions to Trade Associations**

The Company expresses its interests in matters of public policy and industry standards and practices. Cintas carefully weighs the benefits and obligations of any trade association before joining. Given the variety of business issues in which such associations and other groups are engaged, Cintas does not necessarily agree with all positions taken by every organization in which it is a member. In these circumstances when Cintas becomes aware of the issue, Cintas may weigh the utility of continued membership against the consequences of differing positions or opinions. In certain instances, Cintas may notify a trade association in which it is a member to not use Cintas dues for political contributions or expenditures.

- **Reporting**

Cintas Corporation and the Cintas PAC comply with all laws governing political contributions and file all required reports.

- **Employees' Political Activities**

Cintas understands that its employee partners can each make a positive difference in the communities where they live and work through their political activities. Cintas's employee partners are free to participate in these activities; however, they may only participate on their own time and at their own expense. They may never use Cintas resources or assets for political activities without prior authorization from the Senior Vice President, Secretary & General Counsel consistent with this policy.

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