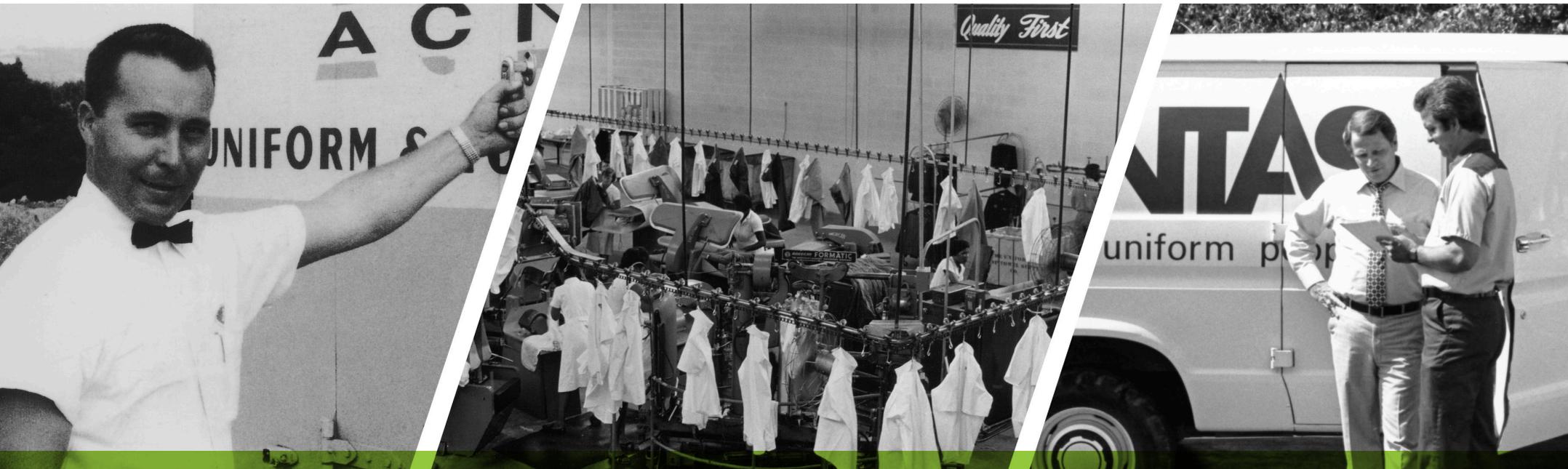




# THE CINTAS ESG JOURNEY

BUILDING ON OUR **HISTORY**  
AND **ACHIEVEMENTS** AS WE  
PREPARE FOR THE **FUTURE**

**CINTAS**® ESG



## A SOLID FOUNDATION OF **SUSTAINABILITY** AND **SOCIAL RESPONSIBILITY**

Environmental, Social and Governance (ESG) principles aren't new to Cintas. They've been engrained in our company since the beginning.

Our environmentally focused origins started almost 100 years ago, when Doc and Amelia Farmer gathered dirty shop rags that local factories had thrown away, brought them home to wash them and sold the clean rags back to companies. Doc and Amelia didn't realize it at the time, but they were creating our sustainable business model that has remained intact to this day.

Over the years, we've never lost sight of that reduce, reuse, and recycle mindset — even as we've expanded our business lines to include uniform rental and direct sale, facility services, first aid and safety, and fire protection.

And that commitment extends beyond sustainable practices. We're dedicated to corporate social responsibility — doing business in an ethical and responsible way, fostering diverse and inclusive work environments, prioritizing safety and health, and promoting accountability.

## A VISION FOR THE FUTURE

Today, Cintas is embarking on a bold sustainability journey that will take us into the future. By evaluating our operational processes and reducing the natural resources we use, our ambition is to achieve **Net Zero greenhouse gas (GHG) emissions by 2050**.

We're extremely proud of the progress we've made so far, but our spirit of positive discontent is inspiring us to aim even higher. Through our ongoing innovation and ESG-related initiatives, we're driven to make a more positive impact on the world around us.

Our target is ambitious —improving environmental stewardship through the exploration of new technologies — and we're up for the task. Making a measurable difference keeps us constantly improving the way we run our business, and it makes us a good corporate citizen and neighbor.



## CORPORATE RESPONSIBILITY IS IN OUR COMPANY DNA

Cintas employee-partners are guided by long-standing social and governance principles. High ethical and moral values, diversity and inclusion, world-class health and safety standards, and responsible policies and practices are all at the heart of how we do business.

### THREE DISTINCT ELEMENTS DRIVE OUR CORPORATE CULTURE

These principles are expanded upon in *The Spirit is the Difference*, a book written by our Founder, Dick Farmer. Dick's philosophy on our corporate responsibility and culture was ESG-centric and ahead of its time, and it still carries forward today.

- 1 OUR PRINCIPAL OBJECTIVE:** We base our business decisions on a singular statement established in 1979: "We will exceed our customers' expectations to maximize the long-term value of Cintas for its shareholders and working partners."
- 2 OUR CORPORATE CHARACTER:** Our employee-partners embody our corporate character. We expect them to be professional, enthusiastic, thorough, honest, humble, ethical, law-abiding, and courteous. We expect them to do what's right, not what's expedient. And positive discontent has helped make our business better, reinforced by our competitive urgency.
- 3 OUR MANAGEMENT SYSTEM:** We're guided by a dynamic management system, with policies and procedures that help promote our ongoing reliability and operational consistency.



## A PASSION FOR PROTECTING THE ENVIRONMENT

Minimizing our environmental impact is a priority at Cintas. Through our journey, we are inspiring our employee-partners to think more critically about our operations and how to reduce the energy, water and raw materials we use.

We're proud of the fact that Cintas customers benefit from the best of all worlds. Not only do our products and services help them get **Ready for the Workday®**, they also help them save money while offering a more environmentally conscious choice.

Our proprietary laundering process is just one example of how we use resources responsibly. Of the four laundering options available to businesses — Cintas laundry services, our competitors' laundry services, at-home laundering or disposable items — Cintas is the most energy and water efficient.<sup>1</sup>

### Of the four laundering options – Cintas is the most energy and water efficient

Yet another example of our environmental responsibility: before our discharged water is returned to local water bodies, soils and effluents are removed in compliance with local environmental standards. With home laundering, these soils and effluents are discharged directly into a sanitation system.

- On average, traditional at-home laundry processes draw 84% more water than Cintas' laundry processes.<sup>2</sup>
- Traditional at-home laundry processes — including drying — use on average 69% more energy than Cintas' washing and drying process.<sup>3</sup>
- Between fiscal years 2016 and 2020, Cintas improved its water efficiency rate by 16%.<sup>4</sup>
- In the last three years, we have reduced our energy consumption by almost 13%.<sup>5</sup>
- Through reuse and recycle efforts, we have diverted 94.4% of our waste from landfill.<sup>6</sup>
- Eight Cintas distribution centers participate in our "Zero Waste Program," with each location diverting more than 90% of their waste away from landfills.<sup>7</sup>
- Design Collective® by Cintas, our direct sale apparel business, is a champion of reusing and recycling material. More than 100 apparel styles are made from sustainable textiles.<sup>8</sup>

1 Cintas ESG Report, "Appendix: Cintas vs. At-Home Laundry Comparisons," pg. 68

2 Cintas ESG Report, "Appendix: Cintas vs. At-Home Laundry Comparisons," pg. 68

3 Cintas ESG Report, "Appendix: Cintas vs. At-Home Laundry Comparisons," pg. 68

4 Cintas ESG Report, "Environment: Water Stewardship," pg. 25

5 Cintas ESG Report, "Environment: Using Our Energy Efficiently," pg. 23

6 Cintas ESG Report, "Environment: Waste and Materials Use," pg. 29

7 Cintas ESG Report, "Environment: Waste and Materials Use," pg. 29

8 Cintas ESG Report, "Environment: Materials Innovation," pg. 30



## A DEDICATION TO SOCIAL RESPONSIBILITY

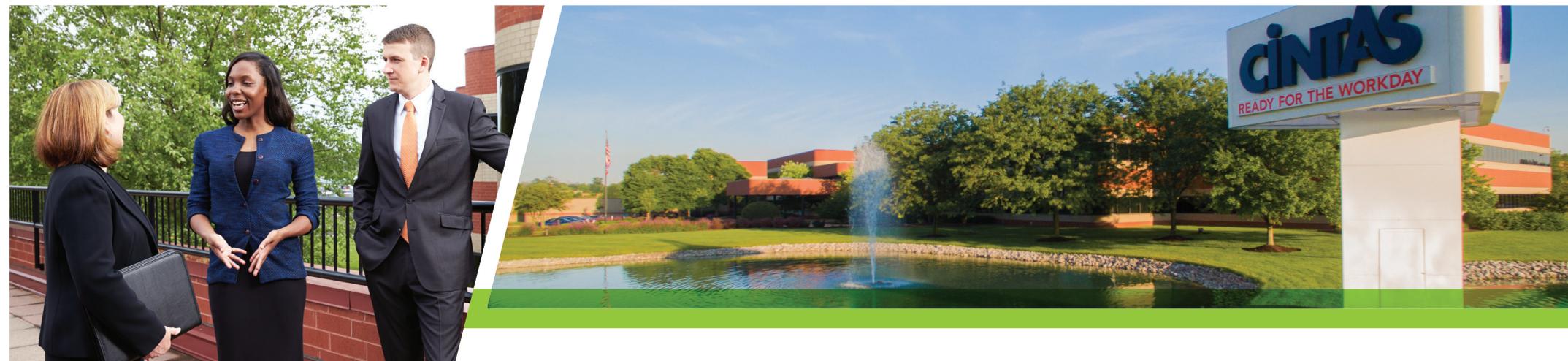
We call each other “partners” at Cintas, recognizing that we all work together and play a vital role in our collective success. And we show our employee-partners how much we believe in their talent and value their contributions by providing them with competitive compensation, a comprehensive benefits package, rewarding health and wellness programs, and professional development opportunities.

Another way we make sure our partners feel supported and fulfilled by their careers is by welcoming the diverse backgrounds and unique life perspectives that shape and benefit our company. This focus on diversity extends to our diverse supply chain as well, which includes many businesses owned by minorities, women and veterans.

A commitment to safety is also embedded deep within the Cintas culture. We’ve been incredibly successful in keeping our employee-partners safe and healthy — and this is evident by our industry-leading low incident rates and wide recognition for our ongoing safety initiatives and track record.

- Almost the entire Cintas workforce — 99.3% — are full-time employees.<sup>9</sup>
- All full- and part-time employees are eligible for our benefits package, including our retirement plans.
- In our most recent employee engagement survey, we posted a world-class 90% engagement score.<sup>10</sup>
- 42.8% of our workforce has self-identified as a minority.<sup>11</sup>
- We spent \$387.7 million with diverse suppliers in FY21, a company record.<sup>12</sup>
- We recently lowered our employee-partners’ Total Recordable Injury Rate (TRIR) to 1.70, our company’s best-ever mark.<sup>13</sup>
- In FY21, we donated \$3.8 million worth of PPE and other safety products to support COVID-19 programs in our communities.<sup>14</sup>
- 117 of our locations have earned OSHA’s VPP Star Certification, three times more than any other US company.<sup>15</sup>

9 Cintas ESG Report, “Social: Total Workforce Breakdowns,” pg. 33  
 10 Cintas ESG Report, “Social: Employee-Partner Engagement,” pg. 41  
 11 Cintas ESG Report, “Social: Total Workforce Breakdowns,” pg. 33  
 12 Cintas ESG Report, “Social: Supplier Diversity,” pg. 51  
 13 Cintas ESG Report, “Social: Safety & Health Data,” pg. 48  
 14 Cintas ESG Report, “About Cintas: 2021 Highlights,” pg. 2  
 15 Cintas ESG Report, “Social: VPP Achievement,” pg. 46



## GOVERNED BY GOOD BUSINESS PRACTICES

At Cintas, we have always said that the way we accomplish our work is just as important as the work itself. We know it's essential to conduct ourselves at all times with honesty and integrity, while complying with laws and regulations that govern our business activities.

Our daily actions and internal processes provide our partners with the tools to guide them in making good business decisions for our company, shareholders and our partners.

Our governance and management structure are guided by our **Code of Conduct and Business Ethics** — which establishes clear and consistent expectations for decision-making by all Cintas Directors and employee-partners. This code reflects our commitment to ethical business practices and regulatory compliance, and promotes accountability and legitimacy for our stakeholders.

- Our Board of Directors oversees our ESG-related strategies and initiatives, demonstrating their importance to our business.
- One-third of our Board of Directors is diverse in terms of gender, race and ethnicity.
- We created a new executive position dedicated to formalizing and managing our ESG activities: Vice President of ESG and Chief Compliance Officer.
- Every Director, executive, manager and partner is required to complete our Code of Conduct and Ethics training when they join Cintas, and must complete additional annual training.
- We strive to be a transparent taxpayer, and are open about our projected effective tax rate guidance.
- Our Partner Political Action Committee (PAC) is operated solely by partners and funded by their voluntary contributions.



**ESG HAS ALWAYS BEEN CENTRAL TO CINTAS —  
AND OUR JOURNEY CONTINUES.**

Our ambition demonstrates our long-standing commitment to doing what's right, and sets us apart in the industry.

To learn more, visit [CINTAS.COM/ESG](https://www.cintas.com/esg)  
or scan the QR Code



**CINTAS** ESG