

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan CINTAS CORPORATION (G&K SERVICES) PENSION PLAN
1b	Three-digit plan number (PN) ▶ 020
1c	Effective date of plan 05/28/1970
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) CINTAS CORPORATION 6800 CINTAS BLVD. MASON, OH 45040
2b	Employer Identification Number (EIN) 31-1188630
2c	Plan Sponsor's telephone number 513-459-1200
2d	Business code (see instructions) 812330

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2025	JENNIFER MUELLER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2025	JENNIFER MUELLER
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 2314
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 624 6a(2) 577 6b 430 6c 1216 6d 2223 6e 67 6f 2290 6g(1) 6g(2) 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 1A 1I 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (4) ☒ **C** (Service Provider Information)
- (5) ☐ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan CINTAS CORPORATION (G&K SERVICES) PENSION PLAN	B Three-digit plan number (PN) ▶ 020
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF CINTAS CORPORATION	D Employer Identification Number (EIN) 31-1188630
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	52505493	
b	Actuarial value	2b	57535772	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	460	25344239	25344239
b	For terminated vested participants	1292	29212265	29212265
c	For active participants	624	10140616	10410974
d	Total	2376	64697120	64967478
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.13 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	1400000	
c	Target normal cost	6c	1400000	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Signature of actuary DAREN L. ANDERSON Type or print name of actuary MERCER Firm name 333 SOUTH 7TH STREET, STE 1400 MINNEAPOLIS, MN 55402 Address of the firm	09/08/2025 Date 23-06530 Most recent enrollment number 612-642-8896 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	142819
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	142819
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>11.46</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		1800
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.25</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		206
c Total available at beginning of current plan year to add to prefunding balance		2006
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14 Funding target attainment percentage	14	88.56 %
15 Adjusted funding target attainment percentage	15	90.14 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	87.07 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
09/29/2025	283000	0			
01/15/2025	477000	0			
10/15/2024	477000	0			
07/16/2024	141000	0			
04/17/2024	821000	0			
Totals ►			18(b)	2199000	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	2118120

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☒ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %
			☐ N/A, full yield curve used
b Applicable month (enter code)			21b 4
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....		☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....		☐ Yes ☒ No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....		27

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
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28 Unpaid minimum required contributions for all prior years	28	
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)		31a	1400000
b Excess assets, if applicable, but not greater than line 31a		31b	0
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		7431706	717425
b Waiver amortization installment		0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....		34	2117425
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)		36	2117425
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)		37	2118120
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	695
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39	0
40 Unpaid minimum required contributions for all years		40	0

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan CINTAS CORPORATION (G&K SERVICES) PENSION PLAN	B Three-digit plan number (PN) ▶ 020
C Plan sponsor's name as shown on line 2a of Form 5500 CINTAS CORPORATION	D Employer Identification Number (EIN) 31-1188630

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FUND EVALUATION GROUP LLC

01-0694771

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	25000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

ERNST& YOUNG LLP

34-6565596

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	27500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

FIFTH THIRD BANK RETIREMENT SERVICE

31-1051736

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50 52 62 68	TRUSTEE	65272	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

INSIGHT INVESTMENT

82-0983489

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	83702	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	111015	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

MCCREADY AND KEENE, INC.

35-0500670

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	118875	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan CINTAS CORPORATION (G&K SERVICES) PENSION PLAN		B Three-digit plan number (PN) ▶ 020
C Plan sponsor's name as shown on line 2a of Form 5500 CINTAS CORPORATION		D Employer Identification Number (EIN) 31-1188630

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	1	1
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	3426000	760000
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	312118	259712
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2162000	1302558
(2) U.S. Government securities	1c(2)	6296353	4491820
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	38857	68588
(B) All other	1c(3)(B)	19316383	15458766
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	18405758	28325598
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	2442882	2144552

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	52400352	52811595
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	52400352	52811595

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	2199000	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		2199000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	103825	
(B) U.S. Government securities.....	2b(1)(B)	14900	
(C) Corporate debt instruments.....	2b(1)(C)	895233	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	133039	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		1146997
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C).....	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)	28802608	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	29117697	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	-1748705	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		3094181
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		4376384

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2392923	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2392923
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	118875	
(4) IQPA audit fees	2i(4)	27500	
(5) Investment advisory and investment management fees	2i(5)	108702	
(6) Bank or trust company trustee/custodial fees	2i(6)	65272	
(7) Actuarial fees	2i(7)	111015	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1140854	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1572218
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3965141

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		411243
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **ERNST & YOUNG LLP**

(2) EIN: **34-6565596**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 550160.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan CINTAS CORPORATION (G&K SERVICES) PENSION PLAN		B Three-digit plan number (PN) ▶ 020
C Plan sponsor's name as shown on line 2a of Form 5500 CINTAS CORPORATION		D Employer Identification Number (EIN) 31-1188630
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 31-1051736		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3 3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: 54.0 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 43.0 %

High-Yield Debt: _____ % Real Assets: _____ % Cash or Cash Equivalents: 3.0 % Other: _____ %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

- 21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

- 21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

- 22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number _____.

FINANCIAL STATEMENTS

Cintas Corporation (G&K Services) Pension Plan
Years Ended December 31, 2024 and 2023
With Report of Independent Auditors



The better the question.
The better the answer.
The better the world works.



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Cintas Corporation (G&K Services) Pension Plan

Financial Statements

Years Ended December 31, 2024 and 2023

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Report of Independent Auditors

The Plan Administrator
Cintas Corporation (G&K Services) Pension Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Cintas Corporation (G&K Services) Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

Management, having determined it is permissible in the circumstances, has elected to have the audits of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor’s Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.



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- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements`

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the **aggregate**, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.



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Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.



**Shape the future
with confidence**

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2024, and reportable transactions for the year then ended (referred to as the “supplemental schedules”), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.



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In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Ernst & Young LLP

October 7, 2025

Cintas Corporation (G&K Services) Pension Plan

Statements of Net Assets Available for Benefits

	December 31	
	2024	2023
Assets		
Investments at fair value	\$ 51,791,882	\$ —
Non-interest bearing cash	1	—
Interest in the Cintas Corporation (G&K Services) Pension Plans Master Trust	—	48,974,352
Accrued income	259,712	—
Employer contribution receivable	760,000	3,426,000
Net assets available for benefits	<u>\$ 52,811,595</u>	<u>\$ 52,400,352</u>

See accompanying notes.

Cintas Corporation (G&K Services) Pension Plan

Statements of Changes in Net Assets Available for Benefits

	December 31	
	2024	2023
Additions		
Investment income:		
Interest and dividends	\$ 1,146,998	\$ —
Net appreciation in fair value of investments	1,030,387	—
Net appreciation from interest in the Cintas Corporation (G&K Services) Pension Plans Master Trust	—	6,368,411
Employer contributions	2,199,000	3,426,000
Total additions	4,376,385	9,794,411
Deductions		
Benefit payments	(2,392,923)	(14,007,467)
Administrative expenses	(1,572,219)	(2,582,493)
Total deductions	(3,965,142)	(16,589,960)
Net increase (decrease)	411,243	(6,795,549)
Net assets available for benefits at beginning of year	52,400,352	59,195,901
Net assets available for benefits at end of year	\$ 52,811,595	\$ 52,400,352

See accompanying notes.

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements

December 31, 2024

1. Description of the Plan

The following brief description of the Cintas Corporation (G&K Services) Pension Plan (the “Plan”) is provided for general information purposes. Cintas Corporation (the “Company”), as successor to G&K Services, is the Plan Sponsor. Participants should refer to the Plan document for a complete description of the Plan’s provisions. Copies of the *Summary Plan Description* are available from the Company (the “Plan Administrator”).

General

The Plan is a defined benefit pension plan. The Company makes all current contributions to the Plan and is responsible for administration of the Plan. The trustee is Fifth Third Bank (the “Trustee”) and Mercer US, Inc. is the actuary (the “Actuary”). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Benefits

Normal retirement age is the later of the date of attainment of age 65, or the fourth anniversary of the first day of the Plan year in which the participant commenced participation in the Plan. Participants may receive reduced benefits following separation from service by electing to receive an early retirement between the ages of 60 and 65, with 30 years of credited service. Benefits are determined based upon years of service and final average pay prior to January 1, 2007, as defined. A vested participant who terminates for any reason other than early retirement or death may receive a reduced vested termination benefit which can generally commence no earlier than their 55th birthday and not later than age 65. Participants receive their distributions, subject to certain Plan provisions regarding optional forms, in the form of an annuity or, if the present value of their benefit is \$5,000 or less, in a lump-sum payment.

Effective November 1, 2023, the Plan was amended to provide for the purchase of one or more annuity contracts to provide for and continue the entire benefits rights of certain Plan participants.

In November 2023, the Plan entered into group annuity contracts with American National Life Insurance Company of New York (“ANICO”). In accordance with the terms of the contracts, the Plan transferred to ANICO its obligation to pay benefits to certain specified participants and beneficiaries (“Annuitized Individuals”). As a result, (i) ANICO is responsible for the ongoing payment of pension benefits and obligations for the Annuitized Individuals; (ii) the Plan has no further obligation to the Annuitized Individuals; (iii) the Annuitized Individuals are no longer participants under the Plan; and (iv) the Annuitized Individuals no longer have any rights under

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

the Plan. An initial premium of \$10,671,240 was made by the Plan on November 2, 2023, and premium refunds of \$80,440 and \$231,627 were received by the Plan in December 2023 and August 2024 related to reimbursement for benefits that were paid by the Plan after the annuity purchase. The premium and the refund are included within benefit payments on the statement of changes in net assets available for benefits for the years ended December 31, 2024 and 2023, respectively.

Eligibility and Vesting

Prior to January 1, 2007, employees of the Company who were not covered by collective bargaining union-administered plans of the Company, who were hired by the Company on or before July 1, 2005, had completed one year of eligibility service by July 1, 2006, and had attained age 21 were eligible to participate in the Plan.

Effective January 1, 2007, the Plan was amended to freeze additional accrued benefits and was closed to new participants for any period after December 31, 2006. In addition, for the purpose of computing a participant's accrued benefit, no additional services or changes in earnings after December 31, 2006, will be taken into account. However, for the purpose of determining a participant's vested interest in his or her accrued benefit, services performed by a participant for periods after December 31, 2006, shall be taken into account. Participants become fully vested upon completion of five years of vesting service, as defined by the Plan.

Funding

The Company will voluntarily contribute such additional amounts as are necessary to provide assets sufficient to meet the benefits to be paid to the Plan's participants. It is the intention of the Company to make annual contributions in amounts sufficient to fund the Plan's cost as required by ERISA and the Pension Protection Act ("PPA"). The Plan has met the ERISA and PPA minimum funding requirements as of December 31, 2024 and 2023.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements are prepared on the accrual basis of accounting.

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

2. Summary of Significant Accounting Policies (continued)

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles in the United States of America (“U.S. GAAP”) requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Payment of Benefits

Benefit payments to participants are recorded when paid.

Cintas Corporation (G&K Services) Pension Plans Master Trust

All of the Plan’s investments were held in the Cintas Corporation (G&K Services) Pension Plans Master Trust (the “Master Trust”) along with the assets of the Cintas Corporation (G&K Services) Non-Contributory Pension Plan for Collective Bargaining Employees through December 31, 2023. With the termination of the Cintas Corporation (G&K Services) Non-Contributory Pension Plan for Collective Bargaining Employees effective November 1, 2022, the Master Trust was dissolved effective January 1, 2024. As the only remaining assets within the Master Trust related to the Plan, the dissolution did not impact the assets held by the Plan.

Investment Valuation and Income Recognition

The Plan and, as of December 31, 2023, Master Trust investments include money market investments, U.S. Treasuries and government agency bonds, corporate bonds, foreign bonds, and mutual funds. Additionally, the Plan and Master Trust invest in various exchange-traded fixed income futures contracts to protect the underlying investments from changes in the interest rate and securities markets. Losses may arise if the value of the derivative financial instruments decrease due to unfavorable changes in the underlying assets or if the counterparty does not perform under the contract. The futures contracts have corresponding derivative offset liabilities with the counterparty that offset the full value of the assets. The notional value of exchange-traded futures held by the Plan and the Master Trust aggregated to \$1,422,188 and \$378,281 as of December 31, 2024 and 2023, respectively, and the net fair value was \$0 for December 31, 2024 and 2023. The realized loss and net cash outflow on the futures contracts for the years ended December 31, 2024 and 2023, was \$116,330 and \$105,108, respectively, and is included in the net

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

2. Summary of Significant Accounting Policies (continued)

appreciation in fair value of investments and net appreciation from interest in the Cintas Corporation (G&K Services) Pension Plans Master Trust in the statement of changes in net assets available for benefit for the years then ended, respectively.

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Investment Policy Committee determines the valuation policies utilizing information provided by the Plan's investment advisors and Trustee. See Note 4 for discussion and disclosures related to fair value measurements.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

In the statements of changes in net assets available for benefits, the Plan presents the net appreciation, which consists of the net realized gains or losses and the net change in unrealized appreciation or depreciation on those investments.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, which are attributable, under the Plan's provisions, to the service the employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died and (c) present employees or their beneficiaries. Benefits under the Plan are based on employees' compensation during their last five years of credited service. The accumulated Plan benefits for active employees are based on their average compensation during the five years ending December 31, 2006 (the valuation date). Benefits payable under all circumstances – retirement, death, permanent disability and termination of employment – are included to the extent they are deemed attributable to employee service rendered to the valuation date (see Note 5).

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

2. Summary of Significant Accounting Policies (continued)

Fair Value Measurements

The Plan follows the provisions of the Financial Accounting Standards Board (“FASB”) Accounting Standards Codification (“ASC”) 820, *Fair Value Measurement*, which defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date and establishes a framework for measuring fair value. ASC 820 defines a three-level hierarchy for fair value measurements based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date.

ASC 820 emphasizes that fair value is a market-based measurement, not an entity-specific measurement. Therefore, a fair value measurement should be determined based on the assumptions that market participants would use in pricing an asset or liability. As a basis for considering market participant assumption in fair value measurements, and as noted above, ASC 820 defines a three-level fair value hierarchy that distinguishes between market participant assumptions based on market data obtained from sources independent of the reporting entity and the reporting entity’s own assumptions about market participants.

The fair value hierarchy is based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date. The three levels are defined as follows:

- *Level 1:* Inputs utilize quoted market prices in active markets for identical assets or liabilities that the Plan has the ability to access.
- *Level 2:* Inputs may include quoted prices for similar assets and liabilities in active markets, as well as inputs that are observable for the asset and liability (other than quoted prices), such as interest rates, foreign exchange rates, and yield curves that are observable at commonly quoted intervals.
- *Level 3:* Inputs are unobservable inputs for the asset or liability, which is typically based on an entity’s own assumptions, as there is little, if any, related market activity.

In instances where the determination of the fair value measurement is based on inputs from different levels of the fair value hierarchy, the level in the fair value hierarchy within which the entire fair value measurement falls is based on the lowest level input that is significant to the fair value measurement in its entirety. The Plan’s assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the asset or liability.

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

3. Investments

Certain information related to investments for both the Plan and Master Trust, disclosed in the financial statements and supplemental schedules including investments held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends for the years ended December 31, 2024 and 2023, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by the Trustee.

3. Investments (continued)

The following table presents the net assets of the Master Trust and the Plan's interest in the Master Trust as of plan year end December 31, 2023:

	Master Trust	Interest in the Master Trust
Non-interest bearing cash	\$ 1	\$ 1
Money market investments	2,162,000	2,162,000
U.S. Treasuries and government agency bonds	6,296,353	6,296,353
Corporate bonds	19,355,240	19,355,240
Foreign bonds	2,442,882	2,442,882
Mutual funds	18,405,758	18,405,752
Total investments	48,662,234	48,662,234
Accrued income	312,118	312,118
Total net assets	<u>\$ 48,974,352</u>	<u>\$ 48,974,352</u>

Changes in net assets for the Master Trust for the year ended December 31, 2023, are as follows:

Contribution	\$ —
Benefit payments	(14,660,694)
Net appreciation in fair value of investments	5,207,620
Interest and dividend income	1,212,562
Administrative expenses	<u>(2,672,511)</u>
Net increase (decrease)	(10,913,023)
Net assets:	
Beginning of year	<u>59,887,375</u>
End of year	<u>\$ 48,974,352</u>

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

4. Fair Value Measurements

The following table set forth by level, within the fair value hierarchy, the investments of the Plan at fair value as of December 31, 2024:

	Level 1	Level 2	Level 3	Total
Money market investments	\$ 1,302,558	\$ —	\$ —	\$ 1,302,558
U.S. Treasuries	1,347,411	—	—	1,347,411
U.S. Government				
agency bonds	—	3,144,410	—	3,144,410
Corporate bonds	—	15,527,354	—	15,527,354
Foreign bonds	—	2,144,551	—	2,144,551
Mutual funds	28,325,598	—	—	28,325,598
Total investments at fair value	<u>\$ 30,975,567</u>	<u>\$ 20,816,315</u>	<u>\$ —</u>	<u>\$ 51,791,882</u>

The following table set forth by level, within the fair value hierarchy, the assets of the Master Trust at fair value as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Non-interest bearing cash	\$ 1	\$ —	\$ —	\$ 1
Money market investments	2,162,000	—	—	2,162,000
U.S. Treasuries	1,325,028	—	—	1,325,028
U.S. Government				
agency bonds	—	4,971,325	—	4,971,325
Corporate bonds	—	19,355,240	—	19,355,240
Foreign bonds	—	2,442,882	—	2,442,882
Mutual funds	18,405,758	—	—	18,405,758
Total assets at fair value	<u>\$ 21,892,787</u>	<u>\$ 26,769,447</u>	<u>\$ —</u>	<u>\$ 48,662,234</u>

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

4. Fair Value Measurements (continued)

The following is a description of the valuation techniques and inputs used for each major class of assets measured at fair value as of December 31, 2024 and 2023.

Non-interest bearing cash: The fair value of this investment is based on the actual observable value of the cash held at the financial institution.

Money market investments: Money market investments are valued at the closing price reported on the active market on which they are traded.

U.S. Treasuries: U.S. Treasuries are valued at the closing price reported on the active market on which they are traded.

U.S. Government agency bonds: U.S. government agency bonds are valued using pricing models maximizing the use of observable inputs for similar securities.

Corporate and foreign bonds: Corporate and foreign bonds are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

Mutual funds: The fair value of these securities is based on observable market quotations for the underlying funds and is priced on a daily basis at the close of business. The Plan does not adjust the quoted price.

5. Actuarial Present Value of Accumulated Plan Benefits

The actuary estimated the actuarial present value of accumulated plan benefits at December 31, 2023, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

5. Actuarial Present Value of Accumulated Plan Benefits (continued)

The accumulated plan benefit information is determined by the Actuary as of the beginning of the Plan year. The actuarial present value of accumulated plan benefits as of December 31, 2023, is as follows:

Actuarial present value of accumulated plan benefits:

Vested benefits:

Active participants	\$ 11,879,667
Inactive participants with deferred benefits	33,597,368
Inactive participants receiving benefits	<u>27,310,701</u>

Total vested benefits	72,787,736
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Nonvested benefits	<u>300,055</u>
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Total actuarial present value of accumulated plan benefits	<u><u>\$ 73,087,791</u></u>
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The change in the actuarial present value of accumulated plan benefits from January 1, 2023, to December 31, 2023, is as follows:

Actuarial present value of accumulated plan benefits at

January 1, 2023	\$ 77,529,342
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Decrease increase during the year attributed to:

Benefits accumulated	9,191
Interest	3,708,148
Benefits paid	(3,420,627)
Change in actuarial assumptions	5,701,350
Other changes – annuity purchase	<u>(10,439,613)</u>

Net decrease	<u>(4,441,551)</u>
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Actuarial present value of accumulated plan benefits at

December 31, 2023	<u><u>\$ 73,087,791</u></u>
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The change in actuarial present value of accumulated plan benefits for the year ended December 31, 2023, includes the initial annuity purchase of \$10,671,240, in November 2023, and the refund of \$231,627 received in August 2024 within “other changes – annuity purchase”.

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

5. Actuarial Present Value of Accumulated Plan Benefits (continued)

Significant assumptions underlying the actuarial valuation are as follows:

Assumed rate of return on investment	4.20%, after a reduction of 2.84% to reflect anticipated administrative expenses associated with providing benefits
Mortality basis	Pri-2012 separate employee and retiree tables with contingent survivor adjustments for beneficiaries projected generationally with the MP-2021 improvement scale and no collar adjustments.

	<u>Rate</u>
Retirement age:	
55–59	8%
60–61	10
62	20
63	15
64–65	30
66	35
67	25
68	20
69	10
70 and above	100

The change in actuarial assumptions reflects the change in the interest rate from 4.90% at January 1, 2023, to 4.20% at January 1, 2024. These actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

6. Plan Termination

Although it presently has no intention to do so, under the terms of the Plan, the Plan sponsor has the right, at any time, to terminate the Plan. The Pension Benefit Guaranty Corporation (the “PBGC”) may also terminate the Plan by action pursuant to the provisions of ERISA.

In the event the Plan terminates, the net assets of the Plan will be allocated, as outlined in the Plan document and as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- a. The amount participants or their beneficiaries who were entitled to receive benefit payments at least three years prior to the Plan termination or that amount participants eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
- b. All benefits guaranteed by the PBGC, if any.
- c. All vested benefits (determined prior to termination) not guaranteed by the PBGC.
- d. All other accrued benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal retirement age benefits, early retirement benefits, and certain disabilities and survivors’ pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan’s net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Company and the level of benefits guaranteed by the PBGC.

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

7. Income Tax Status

The Plan was amended and restated as of January 1, 2017. The Plan has received a determination letter from the Internal Revenue Service (“IRS”) dated February 6, 2018, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the “Code”), and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The plan administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes the Plan, as amended, is qualified and the related trust is tax-exempt.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

8. Related-Party Transactions

The Trustee manages and invests contributions received and makes distributions to participants. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA. Administrative expenses paid to parties in interest aggregate to \$1,572,219 and \$2,582,493 for the years ended December 31, 2024 and 2023, respectively. The Plan is not charged for certain administration services performed on its behalf by the Company. Expenses that are paid by the Company are excluded from these financial statements.

9. Risks and Uncertainties

The plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market volatility, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that those changes could materially affect the amounts reported in the statements of net assets available for benefits.

Cintas Corporation (G&K Services) Pension Plan

Notes to Financial Statements (continued)

9. Risks and Uncertainties (continued)

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

10. Subsequent Events

Management evaluated subsequent events for the Plan through October 7, 2025 the date the financial statements were available to be issued.

Supplemental Schedules

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4i – Schedule of Assets
(Held at End of Year)

December 31, 2024

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
Non-interest bearing cash		\$ 1 \$ 1	
FEDERATED GOVERNMENT OBLIGATIONS PREMIER	90,618 shares	90,618	90,618
FEDERATED GOVERNMENT OBLIGATIONS PREMIER	1,211,940 shares	1,211,940	1,211,940
Total money market investments		1,302,558	1,302,558
U.S. Treasury bonds	2/15/2045 0.00%	447,388	366,957
U.S. Treasury bonds	2/15/2054 4.25%	377,273	332,424
U.S. Treasury bonds	5/15/2046 0.00%	838,395	648,030
Total U.S. Treasuries		1,663,056	1,347,411
U.S. Treasury strips 05/15/2017	5/15/2047 0.00%	546,528	374,854
U.S. Treasury strips 05/15/2018	5/15/2048 0.00%	2,006,024	1,411,757
U.S. Treasury strips 05/15/2023	5/15/2053 0.00%	1,599,035	1,357,799
Total U.S. Government agency bonds		4,151,588	3,144,410
UNITED AIRLINES 02/11/19 SER 2019-1 CL AA	2/25/2033 4.15%	39,481	37,682
UNITED AIRLINES INC 06/20/23	7/15/2037 5.80%	30,307	30,907
AGCO CORPORATION 03/21/24	3/21/1934 5.80%	21,941	22,112
SOUTHERN CO GAS CAP 03/21/11	3/15/2041 5.88%	66,503	60,713
AT&T INC 05/28/20	6/1/2041 3.50%	43,864	33,716
AT&T INC 05/28/20	6/1/2051 3.65%	407,493	279,667
AT&T INC 05/28/20	6/1/2060 3.85%	129,490	86,594
ABBVIE INC. 05/12/16	5/14/2036 4.30%	49,728	45,657
ABBVIE INC. 05/12/16	5/14/2046 4.45%	245,288	199,759
ACE CAPITAL TRUST II 03/31/00	4/1/2030 9.70%	89,025	71,598
AETNA, INC. 05/04/12	5/15/2042 4.50%	18,142	16,232
AGREE LP 05/13/24	6/15/2034 5.63%	24,707	25,073
ALEXANDRIA REAL ESTATE EQUITIES 02/16/22	3/15/2052 3.55%	122,477	83,711
THE ALLSTATE CORPORATION 06/07/13	6/15/2043 4.50%	20,515	17,057
ALTRIA GROUP, INC. 02/04/21	2/4/2051 3.70%	92,882	67,987
AMAZON.COM, INC. 05/12/21	5/12/2041 2.88%	21,917	16,149
AMERICAN HOMES 4 RENT L P 04/07/22	4/15/2052 4.30%	72,928	58,400
AMERICAN INTERNATIONAL GROUP INC 05/11/20	6/30/2050 4.38%	64,671	53,717
AMGEN INC. 01/10/17	6/15/2051 4.66%	159,971	104,659
AMGEN INC. 08/18/22	3/1/2053 4.88%	40,993	35,188
AMGEN INC. 03/02/23	3/2/2043 5.60%	81,718	79,715
AMPHENOL CORP NEW 10/31/24	11/15/2054 5.38%	22,639	21,864
ANHEUSER-BUSCH COS LLC / ANHEU 05/15/19	2/1/2046 4.90%	53,595	38,194
ANHEUSER BUSCH INBEV WORLDWIDE 01/23/19	1/23/2049 5.55%	18,277	16,722
ANHEUSER-BUSCH INBEV FINANCE INC 01/25/16	2/1/2036 4.70%	64,458	61,654
ANHEUSER-BUSCH INBEV FINANCE INC 01/25/16	2/1/2046 4.90%	124,811	108,509
ELEVANCE HEALTH INC. 11/21/17	12/1/2047 4.38%	15,000	12,091

Cintas Corporation (G&K Services) Pension Plan

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Schedule H, Line 4i – Schedule of Assets (continued)
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Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
AON CORP / AON GLOBAL HLDGS PLC 02/28/22	2/28/2052 3.90%	\$ 58,107	\$ 43,284
APPALACHIAN POWER COMPANY 03/25/08	4/1/2038 7.00%	119,302	109,909
APPLE INC. 05/13/15	5/13/2045 4.38%	34,872	30,896
APPLE INC. 11/13/17	11/13/2047 3.75%	69,426	55,013
APPLE INC 08/08/22	8/8/2062 4.10%	49,824	39,810
APPLE INC. 05/10/23	5/10/2053 4.85%	33,354	32,112
ARIZONA PUBLIC SERVICE COMPANY 02/28/19	3/1/2049 4.25%	150,974	117,821
GALLAGHER AJ & CO 12/19/24	2/15/2055 5.55%	28,819	27,844
ASCENSION HEALTH ALLIANCE 05/11/16	11/15/2046 3.95%	30,000	23,926
ATMOS ENERGY CORP. 10/15/14	10/15/2044 4.13%	45,914	37,459
ATMOS ENERGY CORP. 03/04/19	3/15/2049 4.13%	13,969	11,007
B A T CAP CORP 08/02/23	8/2/2043 7.08%	51,223	54,020
B.A.T. CAPITAL CORPORATION 08/02/23	8/2/2053 7.08%	5,000	5,485
BAKER HUGHES HOLDINGS LLC 08/24/10	9/15/2040 5.13%	103,624	101,591
BANK OF AMERICA CORP. 04/01/14	4/1/2044 4.88%	17,635	13,735
BANK OF AMERICA CORP. 04/25/23	4/25/2034 5.29%	117,953	120,975
BECTON, DICKINSON AND COMPANY 12/15/14	12/15/2044 4.69%	32,000	27,666
BERKSHIRE HATHAWAY ENERGY 03/03/21	5/15/2051 2.85%	83,150	61,075
BLACKROCK INC. 07/26/24	1/8/2055 5.35%	35,899	34,366
THE BOEING COMPANY 02/23/18	3/1/2048 3.63%	23,196	16,637
THE BOEING COMPANY 10/31/18	11/1/2048 3.85%	23,333	17,139
THE BOEING COMPANY 02/15/19	3/1/2059 3.83%	7,646	5,150
THE BOEING COMPANY 05/04/20	5/1/2040 5.71%	81,875	80,867
THE BOEING COMPANY 05/04/20	5/1/2050 5.81%	152,702	145,103
BP CAPITAL MARKETS AMERICA, INC. 02/24/20	2/24/2050 3.00%	34,420	22,251
BRISTOL-MYERS SQUIBB COMPANY 03/02/22	3/15/2042 3.55%	77,733	60,294
BRISTOL-MYERS SQUIBB COMPANY 11/13/23	11/15/2053 6.25%	29,915	31,781
BRISTOL-MYERS SQUIBB COMPANY 11/13/23	11/15/2063 6.40%	18,997	20,349
BRISTOL-MYERS SQUIBB COMPANY 02/22/24	2/22/2054 5.55%	36,855	35,893
BURLINGTON NORTHERN SANTA FE LLC 08/23/12	9/1/2042 4.38%	128,717	125,492
BURLINGTON NORTHERN SANTA FE LLC 03/07/14	4/1/2044 4.90%	31,052	27,469
BURLINGTON NORTHERN SANTA FE LLC 08/18/14	9/1/2044 4.55%	39,778	34,860
THE CIGNA GROUP 02/13/24	2/15/2054 5.60%	53,922	50,574
CMS ENERGY CORPORATION 02/27/14	3/1/2044 4.88%	59,887	53,389
CMS ENERGY CORPORATION 11/25/20	12/1/2050 3.75%	67,000	58,327
CSX CORPORATION 11/01/11	5/30/2042 4.75%	84,925	81,403
CSX CORPORATION 02/20/18	3/1/2068 4.65%	34,865	28,616
CVS HEALTH CORP 03/09/18	3/25/2038 4.78%	93,113	82,144
CVS HEALTH CORP 03/09/18	3/25/2048 5.05%	82,822	67,613
CVS HEALTH CORP 05/09/24	6/1/2044 6.00%	70,570	67,142
CVS HEALTH CORP 05/09/24	6/1/2054 6.05%	25,831	24,389
CVS HEALTH CORP 12/10/24	12/10/2054 6.75%	13,000	12,747
COTERRA ENERGY INC 12/17/24	2/15/2055 5.90%	24,839	23,582
CAPITAL ONE FINANCIAL CORP. 07/26/24	7/26/2035 5.88%	61,128	60,349
COMMONSPIRIT HEALTH 10/31/12	11/1/2042 4.35%	59,400	54,304

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Schedule H, Line 4i – Schedule of Assets (continued)
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Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
CELANESE US HOLDINGS LLC 08/24/23	11/15/2033 7.20%	\$ 37,997	\$ 39,436
CENTERPOINT ENERGY RESOURCES 09/13/11	1/15/2041 5.85%	68,500	60,360
CHARTER COMMUNICATIONS OPER LLC 04/17/18	4/1/2048 5.75%	210,361	187,210
CHARTER COMMUNICATIONS OPER LLC 06/02/21	12/1/2061 4.40%	69,934	46,594
CHEVRON CORP. 05/11/20	5/11/2040 2.98%	31,000	22,973
CITIGROUP INC. 07/23/09	7/15/2039 8.13%	83,756	74,050
CITIGROUP INC. 06/11/24	6/11/2035 5.45%	46,101	43,628
CITIGROUP INC. 05/25/23	5/25/2034 6.17%	51,000	51,955
CITIZENS FINANCIAL GROUP INC 05/23/22	5/21/2037 5.64%	85,000	82,299
THE CLEVELAND CLINIC FOUNDATION 09/18/14	1/1/2014 4.86%	89,567	74,811
COCA COLA CO 08/14/24	1/14/2055 5.20%	78,931	75,014
COLUMBIA PIPELINE GROUP, INC. 05/12/16	6/1/2045 5.80%	63,530	62,634
COMCAST CORPORATION 10/05/18	10/15/2048 4.70%	178,424	148,373
COMCAST CORPORATION 10/05/18	10/15/2058 4.95%	37,588	31,114
COMCAST CORPORATION 03/27/20	4/1/2040 3.75%	9,946	8,043
COMCAST CORPORATION 05/09/23	5/15/2064 5.50%	55,075	51,294
COMMONWEALTH EDISON CO 01/10/23	2/1/2053 5.30%	18,954	17,899
CONOCOPHILLIPS CO. 03/08/22	3/15/2052 3.80%	4,992	3,650
CONSOLIDATED EDISON CO(N.Y) 12/04/09	12/1/2039 5.50%	77,370	69,191
CONSOLIDATED EDISON CO N Y INC 11/30/18	12/1/2048 4.65%	49,808	42,719
CONSOLIDATED EDISON CO(N.Y) 11/08/19	11/15/2059 3.70%	123,889	87,138
CONSTELLATION ENERGY GENERATION 09/29/23	10/1/2053 6.50%	34,986	37,074
CONSTELLATION ENERGY GENERATION 03/15/24	3/15/2054 5.75%	21,610	21,390
CROWN CASTLE INC. 02/16/21	4/1/2041 2.90%	119,470	83,467
DTE ELECTRIC CO. 05/17/16	6/1/2046 3.70%	59,956	45,528
DTE ELECTRIC CO. 02/15/19	3/1/2049 3.95%	80,337	63,141
DTE ELECTRIC CO. 03/03/23	4/1/2053 5.40%	28,947	28,121
DELL INC 12/03/08	4/15/2038 6.50%	105,157	104,606
DIAMONDBACK ENERGY INC 04/18/24	4/18/2054 5.75%	61,973	58,183
DIAMONDBACK ENERGY INC 04/18/24	4/18/2064 5.90%	25,988	24,407
WALT DISNEY COMPANY 05/13/20	5/13/2040 3.50%	51,948	41,699
WALT DISNEY COMPANY 05/13/20	5/13/2060 3.80%	51,926	37,744
DUKE ENERGY CAROLINAS LLC 11/19/09	2/15/2040 5.30%	139,542	127,180
DUKE ENERGY PROGRESS LLC 08/13/15	8/15/2045 4.20%	54,721	44,563
DUKE ENERGY FLORIDA LLC 09/09/16	10/1/2046 3.40%	31,388	24,790
DUKE ENERGY FLORIDA LLC 11/10/22	11/15/2052 5.95%	67,253	61,969
DUKE ENERGY FLORIDA LLC 11/09/23	11/15/2053 6.20%	62,617	66,393
EATON CORP. 08/23/22	8/23/2052 4.70%	40,778	36,060
KINDER MORGAN ENERGY PARTNERS LP 11/08/12	11/1/2042 4.70%	59,994	58,829
ENERGY TRANSFER LP 05/12/11	6/1/2041 6.05%	62,912	59,785
ENERGY TRANSFER LP 09/19/13	10/1/2043 5.95%	53,706	53,375
ENERGY TRANSFER LP 06/23/15	12/15/2045 6.13%	30,733	29,610
ENERGY TRANSFER LP 11/16/17	PERPETUAL 6.63%	49,495	49,174
ENERGY TRANSFER LP 01/25/24	5/15/2054 5.95%	31,847	30,936
ENERGY TRANSFER LP 01/22/20	5/15/2050 5.00%	96,731	84,836

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Schedule H, Line 4i – Schedule of Assets (continued)
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Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
ENERGY TRANSFER LP 01/15/19	4/15/2049 6.25%	\$ 52,440	\$ 45,038
ENTERPRISE PRODS OPER LLC DISC 08/13/12	2/15/2043 4.45%	100,721	98,023
ENTERPRISE PRODS OPER LLC DISC 05/07/15	5/15/2046 4.90%	63,380	48,020
ENTERPRISE PRODS OPER LLC DISC 08/16/17	8/16/2077 5.25%	39,000	38,107
ENTERPRISE PRODS OPER LLC DISC 09/15/21	2/15/2053 3.30%	40,660	26,952
EXELON CORP. 04/07/16	4/15/2046 4.45%	59,694	49,969
EXELON CORP. 02/21/23	3/15/2053 5.60%	91,716	88,521
EXXON MOBIL CORP. 03/19/20	3/20/2040 4.23%	69,699	54,362
EXXON MOBIL CORP. 04/15/20	4/15/2051 3.45%	49,796	33,648
META PLATFORMS INC 12/28/22	8/15/2052 4.45%	106,413	108,720
META PLATFORMS INC 05/03/23	5/15/2063 5.75%	107,678	109,053
META PLATFORMS INC 08/09/24	8/15/2054 5.40%	18,924	18,399
FEDEX CORPORATION 04/29/21	5/15/2041 3.25%	194,172	134,587
FLORIDA POWER & LIGHT CO. 02/26/19	3/1/2049 3.99%	135,928	106,296
DUKE ENERGY FLORIDA LLC 06/18/08	6/15/2038 6.40%	32,323	26,916
FORD MOTOR COMPANY 01/08/13	1/15/2043 4.75%	9,091	10,248
GENERAL MOTORS COMPANY 07/21/14	10/2/2043 6.25%	84,829	74,069
GENERAL MOTORS COMPANY 09/10/18	4/1/2049 5.95%	38,876	33,063
GILEAD SCIENCES INC. 09/14/15	3/1/2046 4.75%	71,892	61,676
GOLDMAN SACHS GROUP, INC. 11/19/24	11/20/2045 5.56%	54,000	52,151
GOLDMAN SACHS GROUP, INC. 04/23/18	4/23/2039 4.41%	218,567	171,855
GOLDMAN SACHS GROUP, INC. 05/22/15	5/22/2045 5.15%	65,466	59,944
HCA INC. 06/12/19	6/15/2049 5.25%	112,089	108,149
HCA INC. 02/23/24	4/1/2054 6.00%	76,556	73,351
HALLIBURTON COMPANY 11/13/15	11/15/2045 5.00%	78,927	66,959
HESS CORP 09/28/16	4/1/2047 5.80%	130,221	100,063
HEWLETT PACKARD ENTERPRISE CO. 09/26/24	10/15/2054 5.60%	53,947	51,772
HOME DEPOT INC. 03/30/20	4/15/2050 3.35%	43,498	30,675
HOME DEPOT INC 06/25/24	6/25/2054 5.30%	55,124	53,645
HOME DEPOT INC. 06/25/24	6/25/2064 5.40%	24,574	23,964
HONEYWELL INTOL INC SR NT 03/01/24	3/1/2064 5.35%	66,835	62,811
HUNTSMAN INTERNATIONAL LLC 09/26/24	10/15/2034 5.70%	47,827	45,758
INDIANA MICHIGAN POWER COMPANY 03/23/23	4/1/2053 5.63%	11,996	11,692
INTEL CORPORATION 02/10/23	2/10/2043 5.63%	42,974	39,405
INTEL CORPORATION 02/10/23	2/10/2053 5.70%	109,892	99,052
INTEL CORPORATION 02/10/23	2/10/2063 5.90%	23,989	21,654
INTEL CORPORATION 02/21/24	2/21/2054 5.60%	37,433	34,200
INTERCONTINENTAL EXCHANGE INC 05/23/22	6/15/2052 4.95%	50,291	45,934
JPMORGAN CHASE & CO. 02/22/17	2/22/2048 4.26%	15,000	12,420
JPMORGAN CHASE & CO. 04/22/20	4/22/2051 3.11%	131,000	86,705
JPMORGAN CHASE & CO. 04/22/24	4/22/2035 5.77%	31,000	31,710
JPMORGAN CHASE & CO. 10/22/24	10/22/2035 4.95%	80,000	77,082
JPMORGAN CHASE & CO. 11/29/24	11/29/2045 5.53%	111,000	108,353
KLA CORP SR NT 06/23/22	7/15/2062 5.25%	80,399	78,646
KB HOME 06/09/21	6/15/2031 4.00%	34,000	30,018

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Schedule H, Line 4i – Schedule of Assets (continued)
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KITE REALTY GROUP, L.P. 01/17/24	3/1/2034 5.50%	\$ 8,880	\$ 8,952
KRAFT HEINZ FOODS COMPANY 08/19/16	7/15/2045 5.20%	88,745	74,093
THE KROGER CO. 08/27/24	9/15/2054 5.50%	35,852	33,907
LYB INTL FIN III LLC 04/20/20	5/1/2050 4.20%	38,019	37,284
LAS VEGAS SANDS CORP 05/16/24	8/15/2034 6.20%	23,969	24,134
LEAR CORPORATION 05/01/19	5/15/2049 5.25%	33,054	26,651
ELI LILLY & CO. 02/27/23	2/27/2063 4.95%	24,661	22,428
LOCKHEED MARTIN CORPORATION 09/09/11	9/15/2041 4.85%	53,926	50,779
LOCKHEED MARTIN CORPORATION 01/29/24	2/15/2064 5.20%	27,910	25,970
LOWES COMPANIES, INC. 09/20/21	9/15/2041 2.80%	87,912	60,383
LOWES COMPANIES, INC. 03/24/22	4/1/2062 4.45%	70,947	54,992
LOWES COMPANIES, INC. 03/24/22	4/1/2052 4.25%	15,989	12,487
LOWES COMPANIES, INC. 09/08/22	4/15/2053 5.63%	79,538	76,879
MPLX LP 11/15/18	2/15/2049 5.50%	128,895	98,243
WARNERMEDIA HLDGS INC SR GLBL 03/15/23	3/15/2062 5.39%	70,009	66,179
MARSH & MCLENNAN COMPANIES, INC. 02/20/24	3/15/2054 5.45%	65,745	63,730
MARSH & MCLENNAN COMPANIES, INC. 11/08/24	3/15/2055 5.40%	50,755	48,837
MAYO CLINIC 04/01/21	11/15/2061 3.20%	55,000	35,451
MCDONALD'S CORP. 12/09/15	12/9/2045 4.88%	73,229	62,705
BANK OF AMERICA CORP. 05/14/08	5/14/2038 7.75%	150,285	140,176
METLIFE INC. 12/21/06	12/15/2036 6.40%	79,122	76,449
METLIFE INC. 07/11/22	7/15/2052 5.00%	12,978	11,746
MICROSOFT CORP. 06/01/20	6/1/2060 2.68%	307,105	182,143
MORGAN STANLEY 01/25/21	1/25/2052 2.80%	123,210	75,729
MORGAN STANLEY 01/19/23	1/20/2038 5.95%	46,000	46,047
MYLAN INC 01/09/19	4/15/2048 5.20%	65,203	49,583
NASDAQ INC 06/28/23	8/15/2053 5.95%	69,866	69,598
NBCUNIVERSAL MEDIA LLC 10/05/12	1/15/2043 4.45%	96,643	93,688
NETFLIX, INC. 08/01/24	8/15/2054 5.40%	7,983	7,781
NEVADA POWER COMPANY 06/28/07	7/1/2037 6.75%	117,859	104,120
NEVADA POWER COMPANY 09/13/23	3/15/2054 6.00%	39,337	39,825
NISOURCE INC. 06/10/22	6/15/2052 5.00%	18,927	16,810
NISOURCE INC. 10/10/13	2/1/2045 5.65%	24,216	19,529
NORFOLK SOUTHERN CORPORATION 08/13/13	8/15/2043 4.80%	86,074	79,457
NORFOLK SOUTHERN CORPORATION 11/22/23	3/15/2064 5.95%	12,964	13,330
NOVARTIS CAPITAL CORPORATION 09/18/24	9/18/2054 4.70%	16,989	14,994
OCCIDENTAL PETROLEUM CORP. 09/18/19	9/15/2036 6.45%	57,824	53,234
ONEOK INC. 08/24/23	9/1/2053 6.63%	89,556	94,628
ORACLE CORP. 07/08/09	7/8/2039 6.13%	93,771	82,869
ORACLE CORP. 07/07/16	7/15/2046 4.00%	89,984	69,261
ORACLE CORP. 04/01/20	4/1/2050 3.60%	35,961	23,821
ORACLE CORP. 03/24/21	3/25/2041 3.65%	69,528	54,582
ORACLE CORP. 02/06/23	2/6/2053 5.55%	134,174	132,271
ORACLE CORP. 09/27/24	9/27/2064 5.50%	88,657	81,427
PNC FINANCIAL SERVICES GROUP 07/23/24	7/23/2035 5.40%	94,244	93,270

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PPL ELECTRIC UTILITIES CORP 03/02/23	5/15/2053	5.25%	\$ 44,090	\$ 42,925
PACIFIC GAS & ELEC CO 06/19/20	8/1/2040	3.30%	120,042	90,541
PACIFIC GAS AND ELECTRIC COMPANY 06/19/20	8/1/2050	3.50%	111,913	77,410
PFIZER INC. 11/21/16	12/15/2046	4.13%	118,128	78,991
PHILIP MORRIS INTERNATIONAL INC. 03/20/12	3/20/2042	4.50%	70,541	60,662
PHILLIPS EDISON GROCERY CENTER 05/13/24	7/15/2034	5.75%	13,801	14,016
PHILLIPS EDISON GROCERY CENTER 09/12/24	1/15/2035	4.95%	26,584	25,389
PHILLIPS 66 11/15/21	3/15/2052	3.30%	89,337	57,887
POTOMAC ELECTRIC POWER COMPANY 11/21/13	11/15/2043	4.95%	79,407	71,289
PROLOGIS, L.P. 02/18/20	4/15/2050	3.00%	42,542	27,558
PROLOGIS, L.P. 01/25/24	3/15/2054	5.25%	39,288	37,314
PRUDENTIAL FINANCIAL, INC. 09/18/18	9/15/2048	5.70%	66,053	65,512
PRUDENTIAL FINANCIAL, INC. 11/16/11	11/16/2041	5.80%	101,004	94,207
PUBLIC SERVICE CO OF COLORADO 04/03/23	4/1/2053	5.25%	28,796	26,938
PUBLIC SVC ELEC GAS CO SECD 05/04/18	5/1/2048	4.05%	64,631	51,672
PUBLIC SERVICE ELECTRIC & GAS CO 03/27/23	3/15/2053	5.13%	52,969	49,363
RTX CORP. 02/27/23	2/27/2053	5.38%	83,884	80,712
REYNOLDS AMERICAN INC. 06/12/15	8/15/2035	5.70%	126,457	134,383
SHELL FINANCE US INC. 10/08/24	5/11/2035	4.13%	70,000	64,167
SHELL FINANCE US INC. 10/08/24	9/12/2046	3.75%	37,000	27,814
SIMON PROPERTY GROUP LP 01/25/10	2/1/2040	6.75%	77,550	71,968
SIMON PROPERTY GROUP LP 11/09/23	1/15/2054	6.65%	36,558	41,182
THE J M SMUCKER COMPANY 09/22/15	3/15/2035	4.25%	31,424	25,358
THE J M SMUCKER COMPANY 10/25/23	11/15/2043	6.50%	78,743	80,905
DOMINION ENERGY SOUTH CAROLINA 05/22/15	6/1/2065	5.10%	51,052	36,658
SOUTHERN CO 05/24/16	7/1/2046	4.40%	54,715	45,490
SOUTHERN COPPER CORPORATION 04/23/15	4/23/2045	5.88%	36,074	35,150
SOUTHERN CO GAS CAP 09/10/21	9/30/2051	3.15%	40,637	26,476
STATE STREET CORP. 01/31/24	PERPETUAL	6.70%	77,000	78,522
STEEL DYNAMICS, INC. 10/09/20	10/15/2050	3.25%	47,203	32,176
SUTTER HEALTH 06/08/23	8/15/2053	5.55%	19,000	18,958
T-MOBILE USA, INC. 09/15/22	1/15/2053	5.65%	102,718	99,665
TEXAS INSTRUMENTS INC. 05/18/23	5/18/2063	5.05%	53,550	48,659
TIME WARNER CABLE LLC 11/15/10	11/15/2040	5.88%	54,906	44,740
TRAVELERS COMPANIES, INC. 03/07/18	3/7/2048	4.05%	79,491	64,024
TRINITY HEALTH CORP 01/20/21	12/1/2040	2.63%	23,000	16,023
TRUIST FINANCIAL CORP. 06/08/23	6/8/2034	5.87%	12,000	12,217
TRUIST FINANCIAL CORP. 01/24/24	1/24/2035	5.71%	9,000	9,069
UNION PAC CORP 08/09/11	9/15/2041	4.75%	107,829	96,965
UNION PACIFIC CORPORATION 01/29/15	2/1/2035	3.38%	19,939	17,352
UNION PACIFIC CORPORATION 12/19/16	10/1/2051	3.80%	2,261	1,491
UNION PACIFIC CORPORATION 06/08/18	9/10/2058	4.80%	64,929	51,681
U.S. BANCORP. 06/12/23	6/12/2034	5.84%	30,000	30,582
RTX CORP. 06/01/12	6/1/2042	4.50%	182,540	164,852
UNITEDHEALTH GROUP INC. 03/13/17	4/15/2047	4.25%	14,972	12,160

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4i – Schedule of Assets (continued)
(Held at End of Year)

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
UNITEDHEALTH GROUP INC. 10/25/17	10/15/2047 3.75%	\$ 52,510	\$ 39,408
UNITEDHEALTH GROUP INC. 12/17/18	12/15/2048 4.45%	71,910	56,009
UNITEDHEALTH GROUP INC. 05/19/21	5/15/2041 3.05%	70,695	51,253
UNITEDHEALTH GROUP INC SR NT 05/20/22	5/15/2062 4.95%	49,510	43,086
UNITEDHEALTH GROUP INC. 10/28/22	2/15/2053 5.88%	27,787	28,074
UNITEDHEALTH GROUP INC. 10/28/22	2/15/2063 6.05%	58,304	60,244
VERIZON COMMUNICATIONS INC. 03/11/15	8/21/2046 4.86%	159,788	132,932
VERIZON COMMUNICATIONS INC. 11/20/20	11/20/2060 3.00%	44,606	26,037
VERIZON COMMUNICATIONS INC. 03/22/21	3/22/2041 3.40%	104,625	76,385
VERIZON COMMUNICATIONS INC. 02/23/24	2/23/2054 5.50%	48,376	46,888
PARAMOUNT GLOBAL 08/19/13	9/1/2043 5.85%	47,658	46,055
VICI PROPERTIES LP 03/18/24	4/1/2054 6.13%	69,809	74,518
VIRGINIA ELECTRIC & POWER CO 12/15/20	12/15/2050 2.45%	59,045	33,765
VIRGINIA ELECTRIC & POWER CO 08/10/23	8/15/2053 5.70%	63,582	64,095
VULCAN MATERIALS COMPANY 11/20/24	12/1/2054 5.70%	6,961	6,795
WELLS FARGO BANK NATL ASSOC 12/07/07	1/15/2038 6.60%	318,747	283,532
WASTE MANAGEMENT, INC. 11/04/24	10/15/2054 5.35%	32,986	31,698
ELEVANCE HEALTH INC. 09/10/12	1/15/2043 4.65%	58,343	56,349
WELLS FARGO & CO. 11/17/15	11/17/2045 4.90%	100,478	65,000
WELLS FARGO & CO. 12/08/16	12/7/2046 4.75%	124,508	84,299
WISCONSIN ELECTRIC POWER COMPANY 09/13/24	10/1/2054 5.05%	29,834	27,254
XCEL ENERGY INC 11/07/19	12/1/2049 3.50%	34,851	24,088
Total corporate bonds		18,080,919	15,527,354

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4i – Schedule of Assets (continued)
(Held at End of Year)

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
ASTRAZENECA PLC 11/16/15	11/16/2045 4.38%	\$ 46,401	\$ 38,588
CANADIAN NATIONAL RAILWAYS CO 08/05/22	8/5/2052 4.40%	49,794	41,819
CANADIAN NATL RESOURCES 03/19/07	3/15/2038 6.25%	56,848	51,081
ENBRIDGE INC. 03/01/18	3/1/2078 6.25%	65,000	64,216
ENBRIDGE INC. 09/20/22	1/15/2083 7.38%	38,000	38,324
ENBRIDGE INC. 11/09/23	11/15/2053 6.70%	77,330	75,956
HSBC HLDGS PLC 03/09/23	3/9/2044 VAR	200,000	211,282
IBM INTL CAP PTE LTD 02/05/24	2/5/2054 5.30%	99,435	92,128
JBS USA LUX S.A/JBS USA FOOD 08/21/23	12/1/2052 6.50%	71,349	76,292
LYB INTERNATIONAL FINANCE B.V. 07/16/13	7/15/2043 5.25%	53,822	49,959
NUTRIEN LTD 04/10/18	3/15/2035 4.13%	39,644	35,407
NUTRIEN LTD 04/01/19	4/1/2049 5.00%	41,468	37,336
NUTRIEN LTD 03/27/23	3/27/2053 5.80%	13,911	13,771
SUNCOR ENERGY INC. 05/15/08	5/15/2038 6.80%	35,964	31,939
PFIZER INVEST ENTE PTE LTD. 05/19/23	5/19/2043 5.11%	108,163	105,137
PFIZER INVEST ENTE PTE LTD. 05/19/23	5/19/2053 5.30%	77,931	73,969
PFIZER INVEST ENTE PTE LTD. 05/19/23	5/19/2063 5.34%	55,896	52,323
PROLOGIS L P 03/30/23	6/15/2053 5.25%	12,655	12,137
ROGERS COMMUNICATIONS INC 10/02/13	10/1/2043 5.45%	49,701	46,953
ROGERS COMMUNICATIONS INC 02/08/18	2/15/2048 4.30%	110,408	109,441
ROYALTY PHARMA PLC 07/26/21	9/2/2051 3.35%	148,939	96,479
SHELL INTERNATIONAL FINANCE B.V. 12/11/08	12/15/2038 6.38%	81,188	65,303
SUNCOR ENERGY INC SR GLBL BD 11/15/17	11/15/2047 4.00%	69,649	51,914
TAKEDA PHARMACEUTICAL CO LTD. 07/09/20	7/9/2040 3.03%	200,000	144,968
TOTALENERGIES CAPITAL 05/29/20	5/29/2050 3.13%	160,950	102,852
TOTALENERGIES CAPITAL S.A. 04/05/24	4/5/2054 5.49%	26,000	24,919
TOTALENERGIES CAPITAL S.A. 09/10/24	9/10/2064 5.43%	76,000	70,486
TRANSCANADA PIPELINES LIMITED 01/09/09	1/15/2039 7.63%	78,691	69,466
TRANSCANADA PIPELINES LIMITED 02/28/14	3/1/2034 4.63%	39,819	37,228
VALE OVERSEAS LIMITED 06/28/24	6/28/2054 6.40%	27,786	27,529
WESTPAC BANKING CORP. 11/16/20	11/15/2035 2.67%	38,000	32,326
MYLAN N V 01/31/17	6/15/2046 5.25%	25,420	21,050
OKLAHOMA DEV FIN AUTH REV 08/25/22	5/1/2052 4.71%	11,000	10,012
TEXAS NATURAL GAS SECURITIZATION 03/23/23	4/1/2041 5.17%	134,000	131,961
Total foreign bonds		2,421,159	2,144,551
BLACKROCK EVENT DRIVEN EQTY FD	793,530.36 shares	7,770,103	7,935,304
FIDELITY 500 INDEX FD INST PREMIUM	68,499.07 shares	6,958,650	13,986,825
FIDELITY TOTAL INTL INDEX INST PREMIUM	285,913.41 shares	3,424,127	3,839,817
VANGUARD SMALL CAP INDEX ADMIRAL SHARES	22,261.65 shares	1,654,635	2,563,652
Total mutual funds		19,807,515	28,325,598
Total investments		\$ 47,441,796	\$ 51,791,882

* Indicates party-in-interest to the Plan.

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4j – Schedule of Reportable Transactions

Year Ended December 31, 2024

Identity of Party Involved	Description of Asset (Include Interest (Include Interest Rate and Maturity in Case of a Loan)	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category 1 – Single transaction in excess of 5% of plan assets						
**	Federated Government Obligations Premier	\$ 5,064,846	\$ –	\$ 5,064,846	\$ 5,064,846	\$ –
**	Federated Government Obligations Premier	–	4,998,162	–	4,998,162	–
**	Federated Government Obligations Premier	5,000,000	–	5,000,000	5,000,000	–
**	Federated Government Obligations Premier	–	5,000,000	–	5,000,000	–
**	Federated Government Obligations Premier	3,426,000	–	3,426,000	3,426,000	–
Category 3 – Series of transactions in excess of 5% of plan assets						
**	Blackrock Event Driven Equity Fund	\$ 3,500,000	\$ –	\$ 3,500,000	\$ 3,500,000	\$ –
**	Federated Government Obligations Premier	18,857,300	19,716,742	38,574,042	38,574,042	–

There were no category 2 or 4 reportable transactions during 2024.

** Transactions made on the market.

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Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

Effective date and plan year	January 1, 1970 Restated plan: January 1, 2017 Plan year: Calendar year
Most recent amendment	Amendment #3 executed November 1, 2023
Status of the plan	Benefit accruals are frozen and there are no new participants entering the plan after December 31, 2006.
Significant events that occurred during the year	An annuity purchase for 858 retirees and beneficiaries in pay status occurred in November 2023.
Definitions	
• Covered employees	Employees of G&K Services, Inc. who meet the participation requirements
• Participation	Participant in Plan on January 1 or July 1 following one year of service and age 21. There are no new participants after December 31, 2006.
• Vesting service	Prior to January 1, 1976: last period of continuous employment rounded to the nearest year. January 1, 1976 and later: one year for each calendar year in which 1,000 hours of service are completed (excluding years prior to age 18).
• Benefit accrual service	Prior to January 1, 1976: full calendar months of employment. January 1, 1976 and later: one year for each calendar year in which 1,000 hours of service are completed. Counts from year of hire and frozen as of December 31, 2006.
• Pensionable earnings	Wages and other amounts received for services rendered, but excluding reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation, severance pay and other welfare benefits.
• Final average earnings	The average of the total compensation paid to an employee during the high five consecutive calendar years out of the last ten calendar years (or the average of all such years if five or less), frozen as of December 31, 2006.
• Primary Social Security benefit	Amount of the monthly old age insurance benefit that a participant is entitled to receive under the Federal Social Security Act.
• Covered Compensation	For a Plan Year, Covered Compensation is the average (without indexing) of the taxable wage bases, determined under Section 230 of the Social Security Act, in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the Participant attains (or will attain) Social Security Retirement Age. In determining a Participant's Covered Compensation for a Plan Year, the taxable wage base for the current Plan Year and any subsequent Plan Year shall be assumed to be the same as the taxable wage base in effect as of the beginning of the Plan Year for which the determination is being made. A Participant's Covered Compensation shall be adjusted automatically for each Plan Year until the Plan freeze.
• Accrued benefit	Normal Retirement Benefit based on salary history and service as of termination of employment or December 31, 2006, if earlier.

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement	
• Eligibility	Later of the date the Participant attains age 65 or the 4 th anniversary of the 1st day of the Plan Year in which the Participant commenced participation in the Plan.
• Benefit	The greater of the amounts determined under the 1989 Pension Formula described in (1) below or, if the Participant is eligible, under the 1988 Pension Formula described in (2) below. Effective December 31, 2006 benefits are frozen. (1) 1989 Pension Formula: 2/3 of 1% of Participant's Average Compensation plus 1/2 of 1% of his Average Compensation in excess of Covered Compensation, multiplied by his number of years of Benefit Accrual Service (not exceeding 30). (2) 1988 Pension Formula (a) Eligibility. If a Participant had an Accrued Benefit under this Plan as of December 31, 1988, and the Participant is not a "Highly Compensated Employee" during the Plan Year beginning January 1, 1989, he is eligible for the 1988 Pension Formula for all Plan Years beginning after 1988 and ending with the last Plan Year (if applicable) ending prior to the first Plan Year in which he becomes a Highly Compensated Employee. (b) Formula. 50% of the Participant's Average Compensation less 75% of his Primary Social Security Benefit multiplied by years of Benefit Accrual Service (not to exceed 30), divided by 30
Early retirement	
• Eligibility	Age 60 and 30 years of Benefit Accrual Service.
• Benefit	Accrued Benefit payable at Normal Retirement Date reduced by 3% per year for commencement prior to age 65.
Late retirement	
• Eligibility	Meets Normal Retirement Eligibility but commences after Normal Retirement Age.
• Benefit	Greater of accrued benefit at late retirement or actuarial equivalent of the Participant's accrued benefit as of Normal Retirement Date.
Deferred vested	
• Eligibility	Five years of Vesting Service.
• Benefit	Accrued Benefit payable at 65; if five or more years of Vesting Service, may commence at age 55. Accrued benefit is reduced 6-2/3% for each of the first 5 years and 3-1/3% for each additional year preceding age 65.

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death	
• Eligibility	Five years of Vesting Service and married throughout one year before death.
• Benefit prior to early retirement	A life annuity payable to spouse equal to one-half of the 50% Joint and Survivor annuity that would have been paid if the Participant had a separation from service on the date of death, had commenced the 50% Joint and Survivor benefit at the earliest retirement age and had died the day after attaining that age.
• Benefit after early but before normal retirement	Life annuity payable to spouse equal to one-half of the Accrued Benefit otherwise payable as a 50% Joint and Survivor annuity to the Participant that would have been paid if the Participant had commenced the day before his or her death.
• option	An active Participant who is eligible for Early Retirement may elect additional coverage. The Participant pays for this coverage by means of a reduction in the Accrued Benefit. This provision was eliminated April 1, 2006 except for those participants who had already elected this coverage.
2016 Lump sum window	
• Eligibility	Participants with deferred benefits who terminated on or before February 29, 2016.
• Benefit	Eligible participants may elect during the window period of May 16, 2016 to June 30, 2016 to receive effective August 1, 2016 a one-time lump sum payment of their entire benefit under the plan. In lieu of the lump sum payment, participants may elect to receive a monthly benefit payable effective August 1, 2016.
Form of benefits	
• Automatic form for unmarried participants	Life only
• Automatic form for married participants	50% Joint and Survivor
• Optional forms	Life only, 10 Year Certain & Life, 50% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor
• Optional form conversion factors	Mortality – Current year 417(e) unisex mortality Interest – 7%
• Small Pensions	In the event the lump sum value of terminated Participant's benefit is \$5,000 or less such pension shall be paid in a single lump sum payment.
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. As of the 2006 freeze, the limit was \$220,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.

Schedule SB, Part V — Summary of Plan Provisions**Benefits included or excluded**

Unless noted below, all benefits provided by the plan, as restated and amended effective January 1, 2017 and amendment through Amendment #3, are included in this valuation.

- **Most recent plan amendments included:** Amendment #3
- **Plan amendments excluded:** None
- **Late retirement increases:**
 - *Active participants:* Current active participants over normal retirement age are valued including the late retirement actuarial increase.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits for events that occurred before the valuation date but includes contingent event benefits for event that are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

Maximum benefit amounts under IRS rules were updated from 2023 to 2024.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions**

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	4	
	Stabilized	Nonstabilized
• First 5 years	4.75%	3.62%
• Next 15 years	4.87%	4.46%
• Over 20 years	5.59%	4.52%
	Rationale: Prescribed by the IRS and based on Cintas Corporation's election.	
Mortality sponsor elections		
• Healthy participants	Section 430(h)(3) prescribed generational annuitant and non-annuitant mortality tables for 2024 plan year funding valuations, in accordance with IRS regulation 1.430(h)(3)-1. Rationale: Prescribed by the IRS and based on Cintas Corporation's election	
Other economic assumptions		
• Salary increases	Not applicable	
• Social Security wage base	Not applicable	
• Inflation	Not applicable	
• Expected investment return	5.60% per year for 2022 6.25% per year for 2023 6.15% per year for 2024 Rationale: Based on the median arithmetic simulated investment return using capital market assumptions published in Mercer Investment Consulting's Capital Market Outlook for the Plan's target asset mix adjusted for active management, net of an adjustment for trading and investment expenses assumed to be paid from plan assets, rounded to the nearest multiple of 5 basis points.	
• Expenses	The prior year's administrative expenses adjusted for the difference in PBGC premiums and rounded.	
Demographic assumptions		
• Withdrawal	See table of sample rates. Rationale: The withdrawal rates were developed based on an experience study completed in 2018. Table is 117% of the 2003 SOA Turnover Age Table.	
• Disability incidence	None assumed.	

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

• Retirement age	Attained age	Percentage	
	Under 55	0%	
	55-59	8%	
	60-61	10%	
	62	20%	
	63	15%	
	64-65	30%	
	66	35%	
	67	25%	
	68	20%	
	69	10%	
	70 and above	100%	
Rationale: The retirement rates were developed based on an experience study completed in 2018.			
• Benefit commencement age for			
— Future vested deferred	62		
— Current vested deferred	62, or attained age if later		
• Spouse assumptions	Male participants	Female participants	
— Percentage married	85%	85%	
— Spouse age difference	2 years younger	2 years younger	
Form of payment	Single Life	100% J&S	50% J&S
• Active retirements	55%	45%	0%
• Future vested deferred	55%	45%	0%
• Future deaths	0%	0%	100%
• Current vested deferred	55%	45%	0%
Unpredictable contingent event assumptions	Not applicable		

Table of sample rates

Attained age	Withdrawal percentage
20	20.43%
25	21.66%
30	14.26%
35	10.27%
40	8.19%
45	7.27%
50	6.59%
55	3.42%

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Actuarial methods for funding

Asset methods

The asset valuation method is an average of the adjusted market value for each year during the last two years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual is the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

The following change was made for the January 1, 2024 funding valuation.

- The expected investment return increased from 6.25% to 6.15%.

Schedule SB, line 26a — Schedule of Active Participant Data

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34											
35–39	1	3									4
40–44		19	6								25
45–49		33	37	18							88
50–54		41	64	21	5	1					132
55–59		44	78	21	13	4					160
60–64		34	57	31	15	5					142
65–69		17	20	7	8	2		1			55
70 & up		4	10	1	2					1	18
Total	1	195	272	99	43	12		1		1	624

In each cell, the number is the count of active participants for each age/service combination. Average frozen benefits are not shown for plans with less than 1,000 active participants.

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024			
▶ Round off amounts to nearest dollar. ▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.			
A Name of plan CINTAS CORPORATION (G&K SERVICES) PENSION PLAN		B Three-digit plan number (PN) ▶ 020	
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF CINTAS CORPORATION		D Employer Identification Number (EIN) 31-1188630	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500	
Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2024			
2 Assets:			
a Market value		2a 52,505,493	
b Actuarial value		2b 57,535,772	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	406	25,344,239	25,344,239
b For terminated vested participants	1,292	29,212,265	29,212,265
c For active participants	624	10,140,616	10,410,974
d Total	2,322	64,697,120	64,967,478
4 If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a Funding target disregarding prescribed at-risk assumptions		4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor		4b	
5 Effective interest rate		5	5.13%
6 Target normal cost			
a Present value of current plan year accruals		6a	0
b Expected plan-related expenses		6b	1,400,000
c Target normal cost		6c	1,400,000
Statement by Enrolled Actuary To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.			
SIGN HERE DAREN L. ANDERSON JAA Signature of actuary		09/08/2025 Date	
DAREN L. ANDERSON Type or print name of actuary		2306530 Most recent enrollment number	
MERCER Firm name		612-642-8896 Telephone number (including area code)	
333 SOUTH 7TH STREET, SUITE 1400 MINNEAPOLIS MN 55402-2427 Address of the firm			
If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐			
For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.		Schedule SB (Form 5500) 2024 v. 240311	

(b) Prefunding balance

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 4
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment		☐ Yes ☒ No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	27	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	1,400,000	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	7,431,706		717,425
b Waiver amortization installment	0		0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	34	2,117,425	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	2,117,425	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	2,118,120	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	695	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021
--

Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan year	Active participants	Terminated vested participants	Retired participants and beneficiaries receiving payments	Total
2024	176,482	1,010,797	2,413,850	3,601,129
2025	279,444	1,179,289	2,345,346	3,804,079
2026	370,315	1,330,744	2,279,626	3,980,685
2027	439,817	1,485,055	2,212,500	4,137,372
2028	508,623	1,621,595	2,143,649	4,273,867
2029	576,976	1,737,786	2,074,381	4,389,143
2030	629,728	1,839,672	2,002,180	4,471,582
2031	674,905	1,942,084	1,930,490	4,547,479
2032	713,214	2,042,693	1,856,500	4,612,407
2033	747,574	2,109,174	1,781,366	4,638,114
2034	774,489	2,146,724	1,705,149	4,626,362
2035	800,981	2,184,169	1,627,148	4,612,298
2036	822,007	2,209,845	1,547,065	4,578,917
2037	837,171	2,220,602	1,464,841	4,522,614
2038	846,355	2,218,373	1,380,544	4,445,272
2039	854,059	2,198,504	1,294,376	4,346,939
2040	852,159	2,166,573	1,206,661	4,225,393
2041	848,107	2,136,989	1,117,837	4,102,933
2042	836,272	2,086,927	1,028,458	3,951,657
2043	820,127	2,033,422	939,176	3,792,725
2044	801,816	1,976,369	850,738	3,628,923
2045	779,530	1,913,687	763,975	3,457,192
2046	754,487	1,847,165	679,775	3,281,427
2047	727,777	1,775,559	599,057	3,102,393
2048	698,454	1,699,995	522,678	2,921,127

Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan year	Active participants	Terminated vested participants	Retired participants and beneficiaries receiving payments	Total
2049	667,102	1,620,664	451,398	2,739,164
2050	633,971	1,538,308	385,833	2,558,112
2051	599,595	1,453,309	326,402	2,379,306
2052	564,396	1,366,129	273,325	2,203,850
2053	528,471	1,277,307	226,627	2,032,405
2054	492,211	1,187,457	186,147	1,865,815
2055	455,933	1,097,269	151,571	1,704,773
2056	419,950	1,007,482	122,462	1,549,894
2057	384,534	918,867	98,297	1,401,698
2058	350,005	832,197	78,504	1,260,706
2059	316,628	748,222	62,499	1,127,349
2060	284,636	667,642	49,712	1,001,990
2061	254,228	591,084	39,605	884,917
2062	225,563	519,082	31,696	776,341
2063	198,755	452,050	25,560	676,365
2064	173,883	390,287	20,836	585,006
2065	150,984	333,971	17,220	502,175
2066	130,068	283,166	14,464	427,698
2067	111,117	237,827	12,364	361,309
2068	94,093	197,808	10,762	302,663
2069	78,937	162,879	9,530	251,346
2070	65,572	132,741	8,572	206,885
2071	53,908	107,039	7,814	168,761
2072	43,840	85,382	7,198	136,420
2073	35,250	67,352	6,685	109,287

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installments for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than \$0.

Shortfall bases				
Year established		Outstanding balance	Years remaining	2023 installment
2023	\$	9,251,648	14	\$ 883,004
2024		(1,819,942)	15	(165,579)
Total	\$	7,431,706		\$ 717,425

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 62.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	8.0%	10,000	800	44,000
56	8.0%	9,200	736	41,126
57	8.0%	8,464	677	38,596
58	8.0%	7,787	623	36,131
59	8.0%	7,164	573	33,814
60	10.0%	6,591	659	39,545
61	10.0%	5,932	593	36,184
62	20.0%	5,339	1,068	66,198
63	15.0%	4,271	641	40,360
64	30.0%	3,630	1,089	69,700
65	30.0%	2,541	762	49,553
66	35.0%	1,779	623	41,090
67	25.0%	1,159	289	19,367
68	20.0%	867	173	11,793
69	10.0%	694	69	4,787
70	100.0%	624	624	43,705
Total			10,000	616,038
Average				61.60

Schedule SB, line 19 — Discounted Employer Contributions

Date	Applied to 2024 minimum	Amount contributed	Discounted value as of January 1, 2024	Receivable contributions discounted to January 1, 2025
04/17/2024 ⁽¹⁾	Yes	\$ 821,000	\$ 808,961	N/A
07/16/2024 ⁽²⁾	Yes	141,000	137,238	N/A
10/15/2024	Yes	477,000	458,587	N/A
01/15/2025	Yes	477,000	452,854	\$ 476,086
08/29/2025	Yes	283,000	260,480	273,842
Total		\$ 2,199,000	\$ 2,118,120	\$ 749,928

⁽¹⁾ Reflects 5% interest penalty for 2 days applied to portion of the minimum quarterly contribution.

⁽²⁾ Reflects 5% interest penalty for 1 day applied to portion of the minimum quarterly contribution.

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

The following change was made for the January 1, 2024 funding valuation.

- The expected investment return increased from 6.25% to 6.15%.

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4i – Schedule of Assets
(Held at End of Year)

December 31, 2024

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value		Cost	Current Value
Non-interest bearing cash			\$ 1	\$ 1
FEDERATED GOVERNMENT OBLIGATIONS PREMIER	90,618	shares	90,618	90,618
FEDERATED GOVERNMENT OBLIGATIONS PREMIER	1,211,940	shares	1,211,940	1,211,940
Total money market investments			1,302,558	1,302,558
U.S. Treasury bonds	2/15/2045	0.00%	447,388	366,957
U.S. Treasury bonds	2/15/2054	4.25%	377,273	332,424
U.S. Treasury bonds	5/15/2046	0.00%	838,395	648,030
Total U.S. Treasuries			1,663,056	1,347,411
U.S. Treasury strips 05/15/2017	5/15/2047	0.00%	546,528	374,854
U.S. Treasury strips 05/15/2018	5/15/2048	0.00%	2,006,024	1,411,757
U.S. Treasury strips 05/15/2023	5/15/2053	0.00%	1,599,035	1,357,799
Total U.S. Government agency bonds			4,151,588	3,144,410
UNITED AIRLINES 02/11/19 SER 2019-1 CL AA	2/25/2033	4.15%	39,481	37,682
UNITED AIRLINES INC 06/20/23	7/15/2037	5.80%	30,307	30,907
AGCO CORPORATION 03/21/24	3/21/1934	5.80%	21,941	22,112
SOUTHERN CO GAS CAP 03/21/11	3/15/2041	5.88%	66,503	60,713
AT&T INC 05/28/20	6/1/2041	3.50%	43,864	33,716
AT&T INC 05/28/20	6/1/2051	3.65%	407,493	279,667
AT&T INC 05/28/20	6/1/2060	3.85%	129,490	86,594
ABBVIE INC. 05/12/16	5/14/2036	4.30%	49,728	45,657
ABBVIE INC. 05/12/16	5/14/2046	4.45%	245,288	199,759
ACE CAPITAL TRUST II 03/31/00	4/1/2030	9.70%	89,025	71,598
AETNA, INC. 05/04/12	5/15/2042	4.50%	18,142	16,232
AGREE LP 05/13/24	6/15/2034	5.63%	24,707	25,073
ALEXANDRIA REAL ESTATE EQUITIES 02/16/22	3/15/2052	3.55%	122,477	83,711
THE ALLSTATE CORPORATION 06/07/13	6/15/2043	4.50%	20,515	17,057
ALTRIA GROUP, INC. 02/04/21	2/4/2051	3.70%	92,882	67,987
AMAZON.COM, INC. 05/12/21	5/12/2041	2.88%	21,917	16,149
AMERICAN HOMES 4 RENT L P 04/07/22	4/15/2052	4.30%	72,928	58,400
AMERICAN INTERNATIONAL GROUP INC 05/11/20	6/30/2050	4.38%	64,671	53,717
AMGEN INC. 01/10/17	6/15/2051	4.66%	159,971	104,659
AMGEN INC. 08/18/22	3/1/2053	4.88%	40,993	35,188
AMGEN INC. 03/02/23	3/2/2043	5.60%	81,718	79,715
AMPHENOL CORP NEW 10/31/24	11/15/2054	5.38%	22,639	21,864
ANHEUSER-BUSCH COS LLC / ANHEU 05/15/19	2/1/2046	4.90%	53,595	38,194
ANHEUSER BUSCH INBEV WORLDWIDE 01/23/19	1/23/2049	5.55%	18,277	16,722
ANHEUSER-BUSCH INBEV FINANCE INC 01/25/16	2/1/2036	4.70%	64,458	61,654
ANHEUSER-BUSCH INBEV FINANCE INC 01/25/16	2/1/2046	4.90%	124,811	108,509
ELEVANCE HEALTH INC. 11/21/17	12/1/2047	4.38%	15,000	12,091

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4i – Schedule of Assets (continued)
(Held at End of Year)

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
AON CORP / AON GLOBAL HLDGS PLC 02/28/22	2/28/2052 3.90%	\$ 58,107	\$ 43,284
APPALACHIAN POWER COMPANY 03/25/08	4/1/2038 7.00%	119,302	109,909
APPLE INC. 05/13/15	5/13/2045 4.38%	34,872	30,896
APPLE INC. 11/13/17	11/13/2047 3.75%	69,426	55,013
APPLE INC 08/08/22	8/8/2062 4.10%	49,824	39,810
APPLE INC. 05/10/23	5/10/2053 4.85%	33,354	32,112
ARIZONA PUBLIC SERVICE COMPANY 02/28/19	3/1/2049 4.25%	150,974	117,821
GALLAGHER AJ & CO 12/19/24	2/15/2055 5.55%	28,819	27,844
ASCENSION HEALTH ALLIANCE 05/11/16	11/15/2046 3.95%	30,000	23,926
ATMOS ENERGY CORP. 10/15/14	10/15/2044 4.13%	45,914	37,459
ATMOS ENERGY CORP. 03/04/19	3/15/2049 4.13%	13,969	11,007
B A T CAP CORP 08/02/23	8/2/2043 7.08%	51,223	54,020
B.A.T. CAPITAL CORPORATION 08/02/23	8/2/2053 7.08%	5,000	5,485
BAKER HUGHES HOLDINGS LLC 08/24/10	9/15/2040 5.13%	103,624	101,591
BANK OF AMERICA CORP. 04/01/14	4/1/2044 4.88%	17,635	13,735
BANK OF AMERICA CORP. 04/25/23	4/25/2034 5.29%	117,953	120,975
BECTON, DICKINSON AND COMPANY 12/15/14	12/15/2044 4.69%	32,000	27,666
BERKSHIRE HATHAWAY ENERGY 03/03/21	5/15/2051 2.85%	83,150	61,075
BLACKROCK INC. 07/26/24	1/8/2055 5.35%	35,899	34,366
THE BOEING COMPANY 02/23/18	3/1/2048 3.63%	23,196	16,637
THE BOEING COMPANY 10/31/18	11/1/2048 3.85%	23,333	17,139
THE BOEING COMPANY 02/15/19	3/1/2059 3.83%	7,646	5,150
THE BOEING COMPANY 05/04/20	5/1/2040 5.71%	81,875	80,867
THE BOEING COMPANY 05/04/20	5/1/2050 5.81%	152,702	145,103
BP CAPITAL MARKETS AMERICA, INC. 02/24/20	2/24/2050 3.00%	34,420	22,251
BRISTOL-MYERS SQUIBB COMPANY 03/02/22	3/15/2042 3.55%	77,733	60,294
BRISTOL-MYERS SQUIBB COMPANY 11/13/23	11/15/2053 6.25%	29,915	31,781
BRISTOL-MYERS SQUIBB COMPANY 11/13/23	11/15/2063 6.40%	18,997	20,349
BRISTOL-MYERS SQUIBB COMPANY 02/22/24	2/22/2054 5.55%	36,855	35,893
BURLINGTON NORTHERN SANTA FE LLC 08/23/12	9/1/2042 4.38%	128,717	125,492
BURLINGTON NORTHERN SANTA FE LLC 03/07/14	4/1/2044 4.90%	31,052	27,469
BURLINGTON NORTHERN SANTA FE LLC 08/18/14	9/1/2044 4.55%	39,778	34,860
THE CIGNA GROUP 02/13/24	2/15/2054 5.60%	53,922	50,574
CMS ENERGY CORPORATION 02/27/14	3/1/2044 4.88%	59,887	53,389
CMS ENERGY CORPORATION 11/25/20	12/1/2050 3.75%	67,000	58,327
CSX CORPORATION 11/01/11	5/30/2042 4.75%	84,925	81,403
CSX CORPORATION 02/20/18	3/1/2068 4.65%	34,865	28,616
CVS HEALTH CORP 03/09/18	3/25/2038 4.78%	93,113	82,144
CVS HEALTH CORP 03/09/18	3/25/2048 5.05%	82,822	67,613
CVS HEALTH CORP 05/09/24	6/1/2044 6.00%	70,570	67,142
CVS HEALTH CORP 05/09/24	6/1/2054 6.05%	25,831	24,389
CVS HEALTH CORP 12/10/24	12/10/2054 6.75%	13,000	12,747
COTERRA ENERGY INC 12/17/24	2/15/2055 5.90%	24,839	23,582
CAPITAL ONE FINANCIAL CORP. 07/26/24	7/26/2035 5.88%	61,128	60,349
COMMONSPIRIT HEALTH 10/31/12	11/1/2042 4.35%	59,400	54,304

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4i – Schedule of Assets (continued)
(Held at End of Year)

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
CELANESE US HOLDINGS LLC 08/24/23	11/15/2033 7.20%	\$ 37,997	\$ 39,436
CENTERPOINT ENERGY RESOURCES 09/13/11	1/15/2041 5.85%	68,500	60,360
CHARTER COMMUNICATIONS OPER LLC 04/17/18	4/1/2048 5.75%	210,361	187,210
CHARTER COMMUNICATIONS OPER LLC 06/02/21	12/1/2061 4.40%	69,934	46,594
CHEVRON CORP. 05/11/20	5/11/2040 2.98%	31,000	22,973
CITIGROUP INC. 07/23/09	7/15/2039 8.13%	83,756	74,050
CITIGROUP INC. 06/11/24	6/11/2035 5.45%	46,101	43,628
CITIGROUP INC. 05/25/23	5/25/2034 6.17%	51,000	51,955
CITIZENS FINANCIAL GROUP INC 05/23/22	5/21/2037 5.64%	85,000	82,299
THE CLEVELAND CLINIC FOUNDATION 09/18/14	1/1/2014 4.86%	89,567	74,811
COCA COLA CO 08/14/24	1/14/2055 5.20%	78,931	75,014
COLUMBIA PIPELINE GROUP, INC. 05/12/16	6/1/2045 5.80%	63,530	62,634
COMCAST CORPORATION 10/05/18	10/15/2048 4.70%	178,424	148,373
COMCAST CORPORATION 10/05/18	10/15/2058 4.95%	37,588	31,114
COMCAST CORPORATION 03/27/20	4/1/2040 3.75%	9,946	8,043
COMCAST CORPORATION 05/09/23	5/15/2064 5.50%	55,075	51,294
COMMONWEALTH EDISON CO 01/10/23	2/1/2053 5.30%	18,954	17,899
CONOCOPHILLIPS CO. 03/08/22	3/15/2052 3.80%	4,992	3,650
CONSOLIDATED EDISON CO(N.Y) 12/04/09	12/1/2039 5.50%	77,370	69,191
CONSOLIDATED EDISON CO N Y INC 11/30/18	12/1/2048 4.65%	49,808	42,719
CONSOLIDATED EDISON CO(N.Y) 11/08/19	11/15/2059 3.70%	123,889	87,138
CONSTELLATION ENERGY GENERATION 09/29/23	10/1/2053 6.50%	34,986	37,074
CONSTELLATION ENERGY GENERATION 03/15/24	3/15/2054 5.75%	21,610	21,390
CROWN CASTLE INC. 02/16/21	4/1/2041 2.90%	119,470	83,467
DTE ELECTRIC CO. 05/17/16	6/1/2046 3.70%	59,956	45,528
DTE ELECTRIC CO. 02/15/19	3/1/2049 3.95%	80,337	63,141
DTE ELECTRIC CO. 03/03/23	4/1/2053 5.40%	28,947	28,121
DELL INC 12/03/08	4/15/2038 6.50%	105,157	104,606
DIAMONDBACK ENERGY INC 04/18/24	4/18/2054 5.75%	61,973	58,183
DIAMONDBACK ENERGY INC 04/18/24	4/18/2064 5.90%	25,988	24,407
WALT DISNEY COMPANY 05/13/20	5/13/2040 3.50%	51,948	41,699
WALT DISNEY COMPANY 05/13/20	5/13/2060 3.80%	51,926	37,744
DUKE ENERGY CAROLINAS LLC 11/19/09	2/15/2040 5.30%	139,542	127,180
DUKE ENERGY PROGRESS LLC 08/13/15	8/15/2045 4.20%	54,721	44,563
DUKE ENERGY FLORIDA LLC 09/09/16	10/1/2046 3.40%	31,388	24,790
DUKE ENERGY FLORIDA LLC 11/10/22	11/15/2052 5.95%	67,253	61,969
DUKE ENERGY FLORIDA LLC 11/09/23	11/15/2053 6.20%	62,617	66,393
EATON CORP. 08/23/22	8/23/2052 4.70%	40,778	36,060
KINDER MORGAN ENERGY PARTNERS LP 11/08/12	11/1/2042 4.70%	59,994	58,829
ENERGY TRANSFER LP 05/12/11	6/1/2041 6.05%	62,912	59,785
ENERGY TRANSFER LP 09/19/13	10/1/2043 5.95%	53,706	53,375
ENERGY TRANSFER LP 06/23/15	12/15/2045 6.13%	30,733	29,610
ENERGY TRANSFER LP 11/16/17	PERPETUAL 6.63%	49,495	49,174
ENERGY TRANSFER LP 01/25/24	5/15/2054 5.95%	31,847	30,936
ENERGY TRANSFER LP 01/22/20	5/15/2050 5.00%	96,731	84,836

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4i – Schedule of Assets (continued)
(Held at End of Year)

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value		Cost	Current Value
ENERGY TRANSFER LP 01/15/19	4/15/2049	6.25%	\$ 52,440	\$ 45,038
ENTERPRISE PRODS OPER LLC DISC 08/13/12	2/15/2043	4.45%	100,721	98,023
ENTERPRISE PRODS OPER LLC DISC 05/07/15	5/15/2046	4.90%	63,380	48,020
ENTERPRISE PRODS OPER LLC DISC 08/16/17	8/16/2077	5.25%	39,000	38,107
ENTERPRISE PRODS OPER LLC DISC 09/15/21	2/15/2053	3.30%	40,660	26,952
EXELON CORP. 04/07/16	4/15/2046	4.45%	59,694	49,969
EXELON CORP. 02/21/23	3/15/2053	5.60%	91,716	88,521
EXXON MOBIL CORP. 03/19/20	3/20/2040	4.23%	69,699	54,362
EXXON MOBIL CORP. 04/15/20	4/15/2051	3.45%	49,796	33,648
META PLATFORMS INC 12/28/22	8/15/2052	4.45%	106,413	108,720
META PLATFORMS INC 05/03/23	5/15/2063	5.75%	107,678	109,053
META PLATFORMS INC 08/09/24	8/15/2054	5.40%	18,924	18,399
FEDEX CORPORATION 04/29/21	5/15/2041	3.25%	194,172	134,587
FLORIDA POWER & LIGHT CO. 02/26/19	3/1/2049	3.99%	135,928	106,296
DUKE ENERGY FLORIDA LLC 06/18/08	6/15/2038	6.40%	32,323	26,916
FORD MOTOR COMPANY 01/08/13	1/15/2043	4.75%	9,091	10,248
GENERAL MOTORS COMPANY 07/21/14	10/2/2043	6.25%	84,829	74,069
GENERAL MOTORS COMPANY 09/10/18	4/1/2049	5.95%	38,876	33,063
GILEAD SCIENCES INC. 09/14/15	3/1/2046	4.75%	71,892	61,676
GOLDMAN SACHS GROUP, INC. 11/19/24	11/20/2045	5.56%	54,000	52,151
GOLDMAN SACHS GROUP, INC. 04/23/18	4/23/2039	4.41%	218,567	171,855
GOLDMAN SACHS GROUP, INC. 05/22/15	5/22/2045	5.15%	65,466	59,944
HCA INC. 06/12/19	6/15/2049	5.25%	112,089	108,149
HCA INC. 02/23/24	4/1/2054	6.00%	76,556	73,351
HALLIBURTON COMPANY 11/13/15	11/15/2045	5.00%	78,927	66,959
HESS CORP 09/28/16	4/1/2047	5.80%	130,221	100,063
HEWLETT PACKARD ENTERPRISE CO. 09/26/24	10/15/2054	5.60%	53,947	51,772
HOME DEPOT INC. 03/30/20	4/15/2050	3.35%	43,498	30,675
HOME DEPOT INC 06/25/24	6/25/2054	5.30%	55,124	53,645
HOME DEPOT INC. 06/25/24	6/25/2064	5.40%	24,574	23,964
HONEYWELL INTOL INC SR NT 03/01/24	3/1/2064	5.35%	66,835	62,811
HUNTSMAN INTERNATIONAL LLC 09/26/24	10/15/2034	5.70%	47,827	45,758
INDIANA MICHIGAN POWER COMPANY 03/23/23	4/1/2053	5.63%	11,996	11,692
INTEL CORPORATION 02/10/23	2/10/2043	5.63%	42,974	39,405
INTEL CORPORATION 02/10/23	2/10/2053	5.70%	109,892	99,052
INTEL CORPORATION 02/10/23	2/10/2063	5.90%	23,989	21,654
INTEL CORPORATION 02/21/24	2/21/2054	5.60%	37,433	34,200
INTERCONTINENTAL EXCHANGE INC 05/23/22	6/15/2052	4.95%	50,291	45,934
JPMORGAN CHASE & CO. 02/22/17	2/22/2048	4.26%	15,000	12,420
JPMORGAN CHASE & CO. 04/22/20	4/22/2051	3.11%	131,000	86,705
JPMORGAN CHASE & CO. 04/22/24	4/22/2035	5.77%	31,000	31,710
JPMORGAN CHASE & CO. 10/22/24	10/22/2035	4.95%	80,000	77,082
JPMORGAN CHASE & CO. 11/29/24	11/29/2045	5.53%	111,000	108,353
KLA CORP SR NT 06/23/22	7/15/2062	5.25%	80,399	78,646
KB HOME 06/09/21	6/15/2031	4.00%	34,000	30,018

Cintas Corporation (G&K Services) Pension Plan

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Schedule H, Line 4i – Schedule of Assets (continued)
(Held at End of Year)

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
KITE REALTY GROUP, L.P. 01/17/24	3/1/2034 5.50%	\$ 8,880	\$ 8,952
KRAFT HEINZ FOODS COMPANY 08/19/16	7/15/2045 5.20%	88,745	74,093
THE KROGER CO. 08/27/24	9/15/2054 5.50%	35,852	33,907
LYB INTL FIN III LLC 04/20/20	5/1/2050 4.20%	38,019	37,284
LAS VEGAS SANDS CORP 05/16/24	8/15/2034 6.20%	23,969	24,134
LEAR CORPORATION 05/01/19	5/15/2049 5.25%	33,054	26,651
ELI LILLY & CO. 02/27/23	2/27/2063 4.95%	24,661	22,428
LOCKHEED MARTIN CORPORATION 09/09/11	9/15/2041 4.85%	53,926	50,779
LOCKHEED MARTIN CORPORATION 01/29/24	2/15/2064 5.20%	27,910	25,970
LOWES COMPANIES, INC. 09/20/21	9/15/2041 2.80%	87,912	60,383
LOWES COMPANIES, INC. 03/24/22	4/1/2062 4.45%	70,947	54,992
LOWES COMPANIES, INC. 03/24/22	4/1/2052 4.25%	15,989	12,487
LOWES COMPANIES, INC. 09/08/22	4/15/2053 5.63%	79,538	76,879
MPLX LP 11/15/18	2/15/2049 5.50%	128,895	98,243
WARNERMEDIA HLDGS INC SR GLBL 03/15/23	3/15/2062 5.39%	70,009	66,179
MARSH & MCLENNAN COMPANIES, INC. 02/20/24	3/15/2054 5.45%	65,745	63,730
MARSH & MCLENNAN COMPANIES, INC. 11/08/24	3/15/2055 5.40%	50,755	48,837
MAYO CLINIC 04/01/21	11/15/2061 3.20%	55,000	35,451
MCDONALD'S CORP. 12/09/15	12/9/2045 4.88%	73,229	62,705
BANK OF AMERICA CORP. 05/14/08	5/14/2038 7.75%	150,285	140,176
METLIFE INC. 12/21/06	12/15/2036 6.40%	79,122	76,449
METLIFE INC. 07/11/22	7/15/2052 5.00%	12,978	11,746
MICROSOFT CORP. 06/01/20	6/1/2060 2.68%	307,105	182,143
MORGAN STANLEY 01/25/21	1/25/2052 2.80%	123,210	75,729
MORGAN STANLEY 01/19/23	1/20/2038 5.95%	46,000	46,047
MYLAN INC 01/09/19	4/15/2048 5.20%	65,203	49,583
NASDAQ INC 06/28/23	8/15/2053 5.95%	69,866	69,598
NBCUNIVERSAL MEDIA LLC 10/05/12	1/15/2043 4.45%	96,643	93,688
NETFLIX, INC. 08/01/24	8/15/2054 5.40%	7,983	7,781
NEVADA POWER COMPANY 06/28/07	7/1/2037 6.75%	117,859	104,120
NEVADA POWER COMPANY 09/13/23	3/15/2054 6.00%	39,337	39,825
NISOURCE INC. 06/10/22	6/15/2052 5.00%	18,927	16,810
NISOURCE INC. 10/10/13	2/1/2045 5.65%	24,216	19,529
NORFOLK SOUTHERN CORPORATION 08/13/13	8/15/2043 4.80%	86,074	79,457
NORFOLK SOUTHERN CORPORATION 11/22/23	3/15/2064 5.95%	12,964	13,330
NOVARTIS CAPITAL CORPORATION 09/18/24	9/18/2054 4.70%	16,989	14,994
OCCIDENTAL PETROLEUM CORP. 09/18/19	9/15/2036 6.45%	57,824	53,234
ONEOK INC. 08/24/23	9/1/2053 6.63%	89,556	94,628
ORACLE CORP. 07/08/09	7/8/2039 6.13%	93,771	82,869
ORACLE CORP. 07/07/16	7/15/2046 4.00%	89,984	69,261
ORACLE CORP. 04/01/20	4/1/2050 3.60%	35,961	23,821
ORACLE CORP. 03/24/21	3/25/2041 3.65%	69,528	54,582
ORACLE CORP. 02/06/23	2/6/2053 5.55%	134,174	132,271
ORACLE CORP. 09/27/24	9/27/2064 5.50%	88,657	81,427
PNC FINANCIAL SERVICES GROUP 07/23/24	7/23/2035 5.40%	94,244	93,270

Cintas Corporation (G&K Services) Pension Plan

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Schedule H, Line 4i – Schedule of Assets (continued)
(Held at End of Year)

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value		Cost	Current Value
PPL ELECTRIC UTILITIES CORP 03/02/23	5/15/2053	5.25%	\$ 44,090	\$ 42,925
PACIFIC GAS & ELEC CO 06/19/20	8/1/2040	3.30%	120,042	90,541
PACIFIC GAS AND ELECTRIC COMPANY 06/19/20	8/1/2050	3.50%	111,913	77,410
PFIZER INC. 11/21/16	12/15/2046	4.13%	118,128	78,991
PHILIP MORRIS INTERNATIONAL INC. 03/20/12	3/20/2042	4.50%	70,541	60,662
PHILLIPS EDISON GROCERY CENTER 05/13/24	7/15/2034	5.75%	13,801	14,016
PHILLIPS EDISON GROCERY CENTER 09/12/24	1/15/2035	4.95%	26,584	25,389
PHILLIPS 66 11/15/21	3/15/2052	3.30%	89,337	57,887
POTOMAC ELECTRIC POWER COMPANY 11/21/13	11/15/2043	4.95%	79,407	71,289
PROLOGIS, L.P. 02/18/20	4/15/2050	3.00%	42,542	27,558
PROLOGIS, L.P. 01/25/24	3/15/2054	5.25%	39,288	37,314
PRUDENTIAL FINANCIAL, INC. 09/18/18	9/15/2048	5.70%	66,053	65,512
PRUDENTIAL FINANCIAL, INC. 11/16/11	11/16/2041	5.80%	101,004	94,207
PUBLIC SERVICE CO OF COLORADO 04/03/23	4/1/2053	5.25%	28,796	26,938
PUBLIC SVC ELEC GAS CO SECD 05/04/18	5/1/2048	4.05%	64,631	51,672
PUBLIC SERVICE ELECTRIC & GAS CO 03/27/23	3/15/2053	5.13%	52,969	49,363
RTX CORP. 02/27/23	2/27/2053	5.38%	83,884	80,712
REYNOLDS AMERICAN INC. 06/12/15	8/15/2035	5.70%	126,457	134,383
SHELL FINANCE US INC. 10/08/24	5/11/2035	4.13%	70,000	64,167
SHELL FINANCE US INC. 10/08/24	9/12/2046	3.75%	37,000	27,814
SIMON PROPERTY GROUP LP 01/25/10	2/1/2040	6.75%	77,550	71,968
SIMON PROPERTY GROUP LP 11/09/23	1/15/2054	6.65%	36,558	41,182
THE J M SMUCKER COMPANY 09/22/15	3/15/2035	4.25%	31,424	25,358
THE J M SMUCKER COMPANY 10/25/23	11/15/2043	6.50%	78,743	80,905
DOMINION ENERGY SOUTH CAROLINA 05/22/15	6/1/2065	5.10%	51,052	36,658
SOUTHERN CO 05/24/16	7/1/2046	4.40%	54,715	45,490
SOUTHERN COPPER CORPORATION 04/23/15	4/23/2045	5.88%	36,074	35,150
SOUTHERN CO GAS CAP 09/10/21	9/30/2051	3.15%	40,637	26,476
STATE STREET CORP. 01/31/24	PERPETUAL	6.70%	77,000	78,522
STEEL DYNAMICS, INC. 10/09/20	10/15/2050	3.25%	47,203	32,176
SUTTER HEALTH 06/08/23	8/15/2053	5.55%	19,000	18,958
T-MOBILE USA, INC. 09/15/22	1/15/2053	5.65%	102,718	99,665
TEXAS INSTRUMENTS INC. 05/18/23	5/18/2063	5.05%	53,550	48,659
TIME WARNER CABLE LLC 11/15/10	11/15/2040	5.88%	54,906	44,740
TRAVELERS COMPANIES, INC. 03/07/18	3/7/2048	4.05%	79,491	64,024
TRINITY HEALTH CORP 01/20/21	12/1/2040	2.63%	23,000	16,023
TRUIST FINANCIAL CORP. 06/08/23	6/8/2034	5.87%	12,000	12,217
TRUIST FINANCIAL CORP. 01/24/24	1/24/2035	5.71%	9,000	9,069
UNION PAC CORP 08/09/11	9/15/2041	4.75%	107,829	96,965
UNION PACIFIC CORPORATION 01/29/15	2/1/2035	3.38%	19,939	17,352
UNION PACIFIC CORPORATION 12/19/16	10/1/2051	3.80%	2,261	1,491
UNION PACIFIC CORPORATION 06/08/18	9/10/2058	4.80%	64,929	51,681
U.S. BANCORP. 06/12/23	6/12/2034	5.84%	30,000	30,582
RTX CORP. 06/01/12	6/1/2042	4.50%	182,540	164,852
UNITEDHEALTH GROUP INC. 03/13/17	4/15/2047	4.25%	14,972	12,160

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4i – Schedule of Assets (continued)
(Held at End of Year)

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value	Cost	Current Value
UNITEDHEALTH GROUP INC. 10/25/17	10/15/2047 3.75%	\$ 52,510	\$ 39,408
UNITEDHEALTH GROUP INC. 12/17/18	12/15/2048 4.45%	71,910	56,009
UNITEDHEALTH GROUP INC. 05/19/21	5/15/2041 3.05%	70,695	51,253
UNITEDHEALTH GROUP INC SR NT 05/20/22	5/15/2062 4.95%	49,510	43,086
UNITEDHEALTH GROUP INC. 10/28/22	2/15/2053 5.88%	27,787	28,074
UNITEDHEALTH GROUP INC. 10/28/22	2/15/2063 6.05%	58,304	60,244
VERIZON COMMUNICATIONS INC. 03/11/15	8/21/2046 4.86%	159,788	132,932
VERIZON COMMUNICATIONS INC. 11/20/20	11/20/2060 3.00%	44,606	26,037
VERIZON COMMUNICATIONS INC. 03/22/21	3/22/2041 3.40%	104,625	76,385
VERIZON COMMUNICATIONS INC. 02/23/24	2/23/2054 5.50%	48,376	46,888
PARAMOUNT GLOBAL 08/19/13	9/1/2043 5.85%	47,658	46,055
VICI PROPERTIES LP 03/18/24	4/1/2054 6.13%	69,809	74,518
VIRGINIA ELECTRIC & POWER CO 12/15/20	12/15/2050 2.45%	59,045	33,765
VIRGINIA ELECTRIC & POWER CO 08/10/23	8/15/2053 5.70%	63,582	64,095
VULCAN MATERIALS COMPANY 11/20/24	12/1/2054 5.70%	6,961	6,795
WELLS FARGO BANK NATL ASSOC 12/07/07	1/15/2038 6.60%	318,747	283,532
WASTE MANAGEMENT, INC. 11/04/24	10/15/2054 5.35%	32,986	31,698
ELEVANCE HEALTH INC. 09/10/12	1/15/2043 4.65%	58,343	56,349
WELLS FARGO & CO. 11/17/15	11/17/2045 4.90%	100,478	65,000
WELLS FARGO & CO. 12/08/16	12/7/2046 4.75%	124,508	84,299
WISCONSIN ELECTRIC POWER COMPANY 09/13/24	10/1/2054 5.05%	29,834	27,254
XCEL ENERGY INC 11/07/19	12/1/2049 3.50%	34,851	24,088
Total corporate bonds		18,080,919	15,527,354

Cintas Corporation (G&K Services) Pension Plan

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Schedule H, Line 4i – Schedule of Assets (continued)
(Held at End of Year)

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Shares Held, Maturity Date, Rate of Interest, Par, or Maturity Value		Cost	Current Value
ASTRAZENECA PLC 11/16/15	11/16/2045	4.38%	\$ 46,401	\$ 38,588
CANADIAN NATIONAL RAILWAYS CO 08/05/22	8/5/2052	4.40%	49,794	41,819
CANADIAN NATL RESOURCES 03/19/07	3/15/2038	6.25%	56,848	51,081
ENBRIDGE INC. 03/01/18	3/1/2078	6.25%	65,000	64,216
ENBRIDGE INC. 09/20/22	1/15/2083	7.38%	38,000	38,324
ENBRIDGE INC. 11/09/23	11/15/2053	6.70%	77,330	75,956
HSBC HLDGS PLC 03/09/23	3/9/2044	VAR	200,000	211,282
IBM INTL CAP PTE LTD 02/05/24	2/5/2054	5.30%	99,435	92,128
JBS USA LUX S.A/JBS USA FOOD 08/21/23	12/1/2052	6.50%	71,349	76,292
LYB INTERNATIONAL FINANCE B.V. 07/16/13	7/15/2043	5.25%	53,822	49,959
NUTRIEN LTD 04/10/18	3/15/2035	4.13%	39,644	35,407
NUTRIEN LTD 04/01/19	4/1/2049	5.00%	41,468	37,336
NUTRIEN LTD 03/27/23	3/27/2053	5.80%	13,911	13,771
SUNCOR ENERGY INC. 05/15/08	5/15/2038	6.80%	35,964	31,939
PFIZER INVEST ENTE PTE LTD. 05/19/23	5/19/2043	5.11%	108,163	105,137
PFIZER INVEST ENTE PTE LTD. 05/19/23	5/19/2053	5.30%	77,931	73,969
PFIZER INVEST ENTE PTE LTD. 05/19/23	5/19/2063	5.34%	55,896	52,323
PROLOGIS L P 03/30/23	6/15/2053	5.25%	12,655	12,137
ROGERS COMMUNICATIONS INC 10/02/13	10/1/2043	5.45%	49,701	46,953
ROGERS COMMUNICATIONS INC 02/08/18	2/15/2048	4.30%	110,408	109,441
ROYALTY PHARMA PLC 07/26/21	9/2/2051	3.35%	148,939	96,479
SHELL INTERNATIONAL FINANCE B.V. 12/11/08	12/15/2038	6.38%	81,188	65,303
SUNCOR ENERGY INC SR GLBL BD 11/15/17	11/15/2047	4.00%	69,649	51,914
TAKEDA PHARMACEUTICAL CO LTD. 07/09/20	7/9/2040	3.03%	200,000	144,968
TOTALENERGIES CAPITAL 05/29/20	5/29/2050	3.13%	160,950	102,852
TOTALENERGIES CAPITAL S.A. 04/05/24	4/5/2054	5.49%	26,000	24,919
TOTALENERGIES CAPITAL S.A. 09/10/24	9/10/2064	5.43%	76,000	70,486
TRANSCANADA PIPELINES LIMITED 01/09/09	1/15/2039	7.63%	78,691	69,466
TRANSCANADA PIPELINES LIMITED 02/28/14	3/1/2034	4.63%	39,819	37,228
VALE OVERSEAS LIMITED 06/28/24	6/28/2054	6.40%	27,786	27,529
WESTPAC BANKING CORP. 11/16/20	11/15/2035	2.67%	38,000	32,326
MYLAN N V 01/31/17	6/15/2046	5.25%	25,420	21,050
OKLAHOMA DEV FIN AUTH REV 08/25/22	5/1/2052	4.71%	11,000	10,012
TEXAS NATURAL GAS SECURITIZATION 03/23/23	4/1/2041	5.17%	134,000	131,961
Total foreign bonds			2,421,159	2,144,551
BLACKROCK EVENT DRIVEN EQTY FD	793,530.36	shares	7,770,103	7,935,304
FIDELITY 500 INDEX FD INST PREMIUM	68,499.07	shares	6,958,650	13,986,825
FIDELITY TOTAL INTL INDEX INST PREMIUM	285,913.41	shares	3,424,127	3,839,817
VANGUARD SMALL CAP INDEX ADMIRAL SHARES	22,261.65	shares	1,654,635	2,563,652
Total mutual funds			19,807,515	28,325,598
Total investments			\$ 47,441,796	\$ 51,791,882

* Indicates party-in-interest to the Plan.

Cintas Corporation (G&K Services) Pension Plan

EIN #31-1188630 Plan #020

Schedule H, Line 4j – Schedule of Reportable Transactions

Year Ended December 31, 2024

Identity of Party Involved	Description of Asset (Include Interest (Include Interest Rate and Maturity in Case of a Loan)	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category 1 – Single transaction in excess of 5% of plan assets						
**	Federated Government Obligations Premier	\$ 5,064,846	\$ –	\$ 5,064,846	\$ 5,064,846	\$ –
**	Federated Government Obligations Premier	–	4,998,162	–	4,998,162	–
**	Federated Government Obligations Premier	5,000,000	–	5,000,000	5,000,000	–
**	Federated Government Obligations Premier	–	5,000,000	–	5,000,000	–
**	Federated Government Obligations Premier	3,426,000	–	3,426,000	3,426,000	–
Category 3 – Series of transactions in excess of 5% of plan assets						
**	Blackrock Event Driven Equity Fund	\$ 3,500,000	\$ –	\$ 3,500,000	\$ 3,500,000	\$ –
**	Federated Government Obligations Premier	18,857,300	19,716,742	38,574,042	38,574,042	–

There were no category 2 or 4 reportable transactions during 2024.

** Transactions made on the market.