

## UNIFIRST CORPORATION

### Policy Regarding New Director Nominations

The Nominating and Corporate Governance Committee is responsible for considering and reviewing all new candidates to serve as Directors of the Corporation. As part of this review, the Committee has established this policy which describes the attributes that it considers to be particularly important for new candidates to possess in order to better serve the best interests of the Corporation's stockholders. The Committee believes that new candidates should have:

- The highest professional and personal ethics, integrity and values.
- The ability to exercise sound business judgment, as evidenced by success in a senior position with a business, professional organization, governmental agency, educational institution or non-profit organization.
- A broad experience base, or an area of particular expertise or experience that is important to the long-term success of the Corporation.
- A background that is complementary to that of the existing Board members so as to provide management and the Board with a diversity and freshness of views.
- The ability and experience to bring informed, thoughtful and well-considered opinions for the benefit of all stockholders to the Board and management.
- A level of self-confidence and articulateness to participate effectively and cooperatively in Board discussions.
- The competence and maturity to monitor and fairly evaluate the Corporation's management, performance and policies.
- The willingness and ability to devote the necessary time and effort to perform the duties and responsibilities of Board membership.
- A working knowledge of basic finance and accounting principles.

The Committee recognizes that the needs of the Corporation and the Board will likely evolve over time. Accordingly, it is expected that this policy may also be amended from time to time to reflect those changes.