

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

| OMB APPROVAL | |
|--|-----------|
| OMB Number: | 3235-0287 |
| Estimated average burden hours per response: | 0.5 |

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

| | | |
|--|---|---|
| 1. Name and Address of Reporting Person* <u>Sintros Steven S</u> (Last) (First) (Middle) <u>C/O UNIFIRST CORP</u> <u>68 JONSPIN ROAD</u> (Street) <u>WILMINGTON MA 01887</u> (City) (State) (Zip) | 2. Issuer Name and Ticker or Trading Symbol <u>UNIFIRST CORP [UNF]</u> | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable) <input checked="" type="checkbox"/> Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below) <u>President and CEO</u> |
| | 3. Date of Earliest Transaction (Month/Day/Year) <u>12/16/2025</u> | |
| 4. If Amendment, Date of Original Filed (Month/Day/Year) | | |

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Transaction Date (Month/Day/Year) | 2A. Deemed Execution Date, if any (Month/Day/Year) | 3. Transaction Code (Instr. 8) | | 4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) | | | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|---------------------------------|--------------------------------------|--|--------------------------------|---|---|------------|-------|---|--|---|
| | | | Code | V | Amount | (A) or (D) | Price | | | |
| Common Stock | 12/16/2025 | | A | | 5,167 ⁽¹⁾⁽²⁾ | A | \$0 | 33,982 ⁽³⁾ | D | |

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transaction Code (Instr. 8) | | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | | 6. Date Exercisable and Expiration Date (Month/Day/Year) | | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) | 8. Price of Derivative Security (Instr. 5) | 9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4) | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) |
|--|--|--------------------------------------|--|--------------------------------|---|--|-----|--|-----------------|---|--|--|---|--|
| | | | | Code | V | (A) | (D) | Date Exercisable | Expiration Date | | | | | |
| Stock Appreciation Right ⁽²⁾⁽⁴⁾ | \$174.2 | 12/16/2025 | | A | | 7,410 | | (4) | 12/16/2035 | Common Stock (\$0.10 par value) | \$0 | 7,410 | D | |

Explanation of Responses:

- Represents restricted stock units granted under the UniFirst Corporation 2023 Stock Option and Incentive Plan (the "2023 Plan"). Such restricted stock units vest in three equal annual installments on October 31, 2026, October 31, 2027 and October 31, 2028.
- These are annual grants for fiscal 2026.
- Consists of (i) 18,743 shares of Common Stock owned by the reporting person, (ii) 747 restricted stock units that vest in one remaining annual installment on October 31, 2026, (iii) 1,576 restricted stock units that vest in two remaining equal annual installments on October 31, 2026 and October 31, 2027, (iv) 2,738 restricted stock units that vest in three equal annual installments on October 31, 2026, October 31, 2027 and October 31, 2028, (v) 3,113 restricted stock units that vest in two equal annual installments on October 31, 2026 and October 31, 2027, (vi) 1,898 restricted stock units that vest in two equal annual installments on October 31, 2026 and October 31, 2027 and (vii) 5,167 restricted stock units that vest in three equal annual installments on October 31, 2026, October 31, 2027 and October 31, 2028.
- This stock appreciation right, which was granted under the 2023 Plan, becomes vested and exercisable in three equal annual installments on October 31, 2026, October 31, 2027 and October 31, 2028. This stock appreciation right is required to be settled in stock at the time of exercise.

/s/ John Dowd, Attorney-in-Fact

12/18/2025

** Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.