



# WHAT HAVE YOU DONE {NEW TODAY?



BECOME A CREATOR OF {NEW

REINVENT HOW THE WORLD CLEANS





# LOOKING SOMETH



*You might think we make cleaning equipment.  
**We like to think we make a  
Cleaner, Safer, Healthier world.***

Let us introduce you to Tennant Company. Keep your eyes open; you could see the teal-blue of a Tennant machine anywhere - in your sports clubs, shopping malls, office buildings, parking lots.

Some people think we just make cleaning equipment. Actually, we like to think that we make a cleaner, safer and healthier world. That's a big responsibility and we take it seriously. We know that the best cleaning solutions and the most dependable machines and the uniquely qualified service and the savvy marketing programs all have one thing in common: our Tennant employees.

That's why, at Tennant Company, employees aren't just employees. We're Creators. Creators of New. We create new ways of cleaning that use less water and fewer harsh chemicals. We find new ways of running our factories so that we can reduce our greenhouse gas emissions. We strive to create an environment where we are empowered to think in new ways and pursue new experiences.

All while building on a legacy of ethics, integrity and deep commitment to leaving things in better condition than we found them.

It's this spirit that has helped Tennant Company in the last decade to grow its employee base by a third and nearly double its revenues; to be named to the Forbes list of most trustworthy companies four times in five years; to be one of a handful of companies to increase dividend payments to shareholders for more than 47 consecutive years.

It takes a special kind of company with a lot of talented people to reinvent how the world cleans. But we do. Every day. We're proud to introduce you to Tennant Company and encourage you to imagine the next step of your career with us. If you want to get your hands dirty on a project, step up with your own ideas, or maybe even explore talents you never knew you had, Tennant Company is a place where that can happen. Because at Tennant, we want to know: What might you do NEW today?



G FOR  
ING {NEW?}





# SO WHO ARE CREATORS OF {N

Thinkers.  
Visionaries.  
Stewards.  
Dreamers.

YOU.



George H. Tennant opens his small woodworking shop in northeast Minneapolis

**1870**



GH Tennant Company incorporates and diversifies. Tanks and Silos become a core product through the 1920's

**1909**



Tennant engineers invent the first vacuum-equipped power sweeper for industrial use

**1947**



Tennant develops the first "built from the ground up" riding scrubber

**1970**

**1890's**

Hardwood flooring produced by George Tennant dominates the Midwest market



**1932**

Tennant begins producing motorized floor cleaning equipment



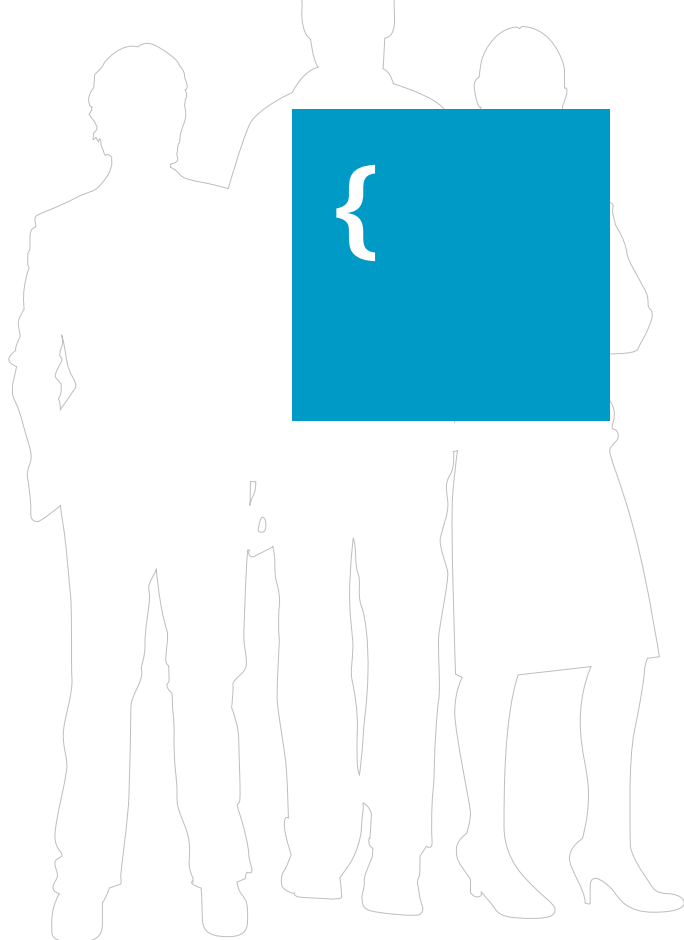
**1963**

Tennant introduces the predecessor to the sweeper/scrubber, making Tennant units the most versatile in the world





# NEW?



Tennant introduces its first walk-behind scrubber

**1978**



Tennant introduces ReadySpace® quick-drying carpet cleaning technology

**2004**



Tennant Company introduces the Orbio® os3 system and its innovative satellite system to make on-site daily-use cleaning and disinfecting solutions fit in most janitorial closets

**2014**



Tennant introduces ec-H2O NanoClean®, the next generation of sustainable cleaning with breakthrough nanobubble technology

**2015**



Tennant transforms cleaning operations with Pro-Panel™ technology by integrating multiple cleaning settings and on-demand videos into an intuitive, highly visible touchscreen

**2017**

**1990**

Tennant wins Seven Wonders of the World award for its Eco line of nonsolvent coatings



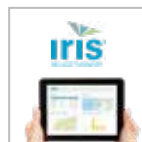
**2008**

Tennant introduces ec-H2O™ technology that electrically converts water into an innovative cleaning solution



**2016**

Tennant offers IRIS® Asset Manager to help customers collect and transmit machine usage activity to optimize fleet performance, improve cleaning efficiency and reduce cost-to-clean



**2018**

Tennant launches its first autonomous floor care machine capable of operating in complex, real-world environments without direct operator control





# A WORLD OF OPPORTUNITY

## A Global Organization

Tennant Company is attractive to individuals who seek opportunities to work cross-culturally and cross-functionally. With manufacturing operations and sales, service and support functions across the Americas, Europe-Middle East-Africa, and Asia Pacific regions, Tennant employees collaborate across borders, share the time zone inconvenience and work together to create pathways to serve our customers and one another. Energizing opportunities await individuals who want to broaden their horizons, challenge themselves with new experiences, and see how their work contributes to our global success.

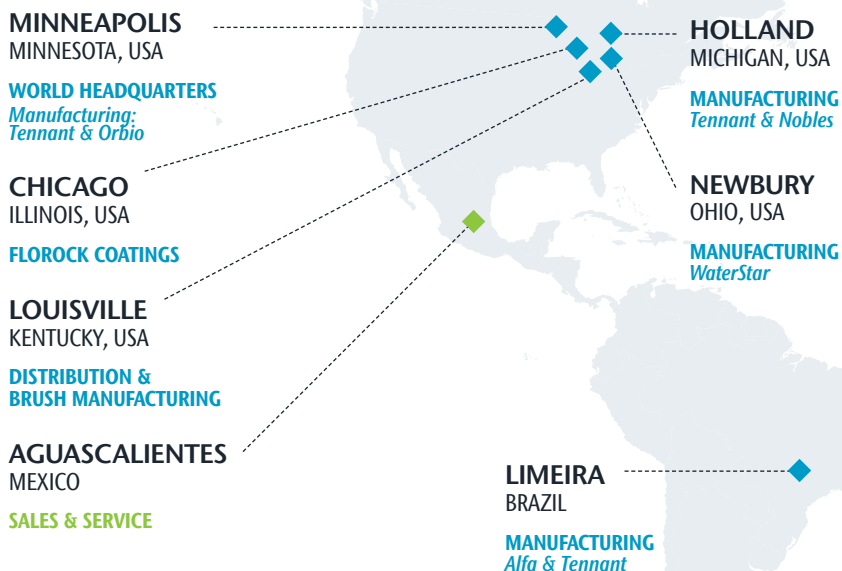
Tennant Company is a global community of dedicated professionals and skilled men and women working as Creators of {NEW to reinvent how the world cleans. Your {NEW energizing opportunity may await you...at Tennant.

4,000+

EMPLOYEES  
AROUND THE WORLD

100+

COUNTRIES  
OUR PRODUCTS  
ARE SOLD





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40,000+

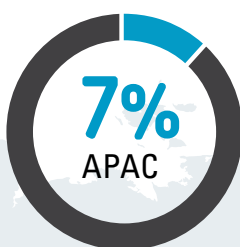
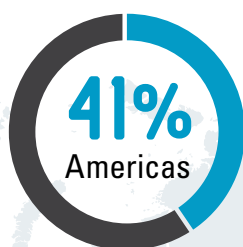
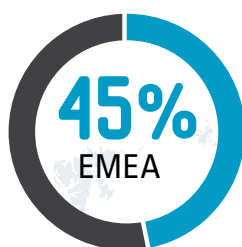
**CUSTOMERS**  
TRUST US TO KEEP THEIR  
FACILITIES FREE FROM  
DIRT AND DEBRIS

SINCE  
1870

**A LEGACY**  
OF CREATING THE  
WORLD'S GREATEST  
CLEANING SOLUTIONS

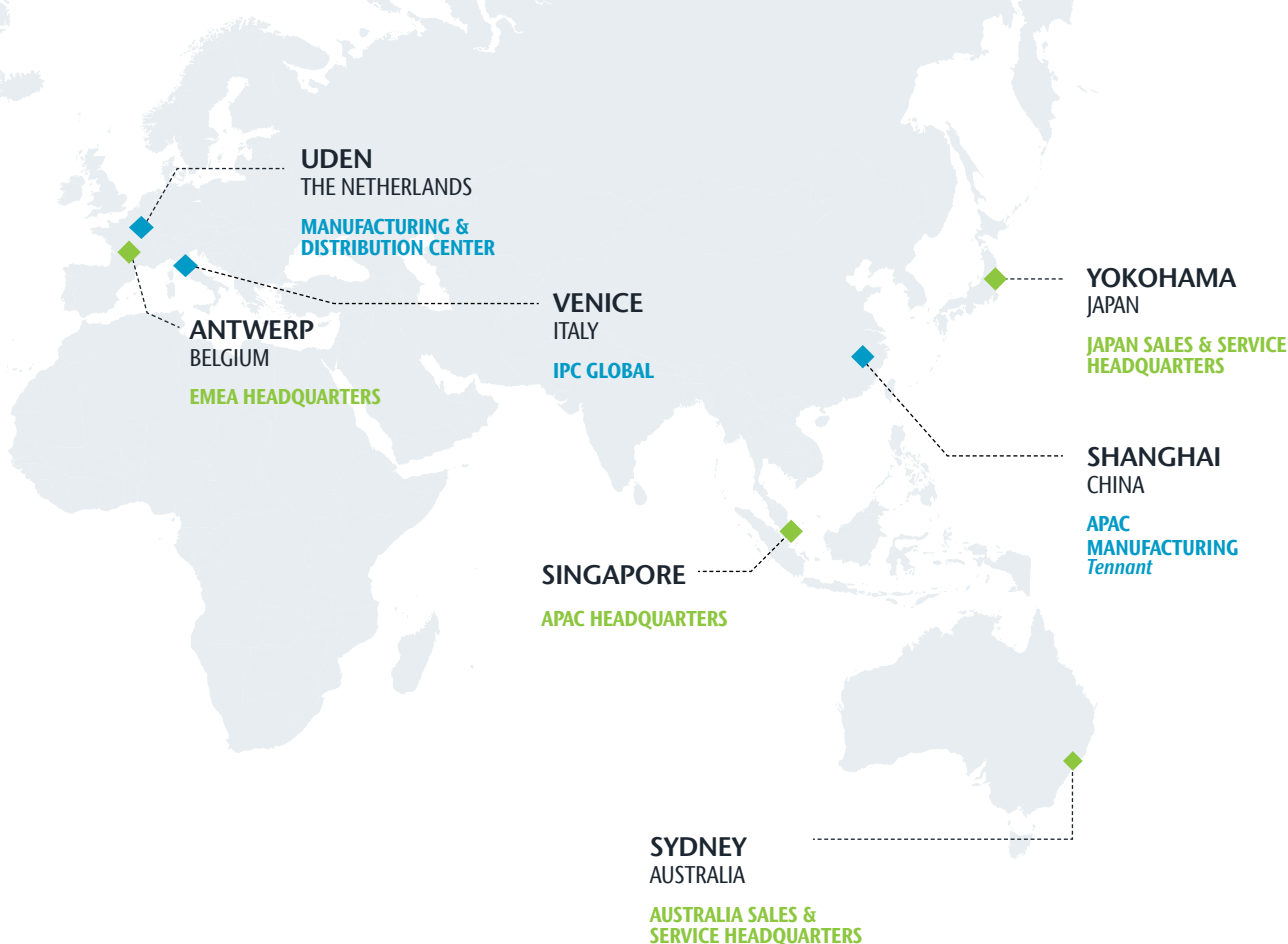
330+

**PRODUCTS**  
DESIGNED TO MAKE  
THE WORLD A CLEANER,  
SAFER, HEALTHIER PLACE



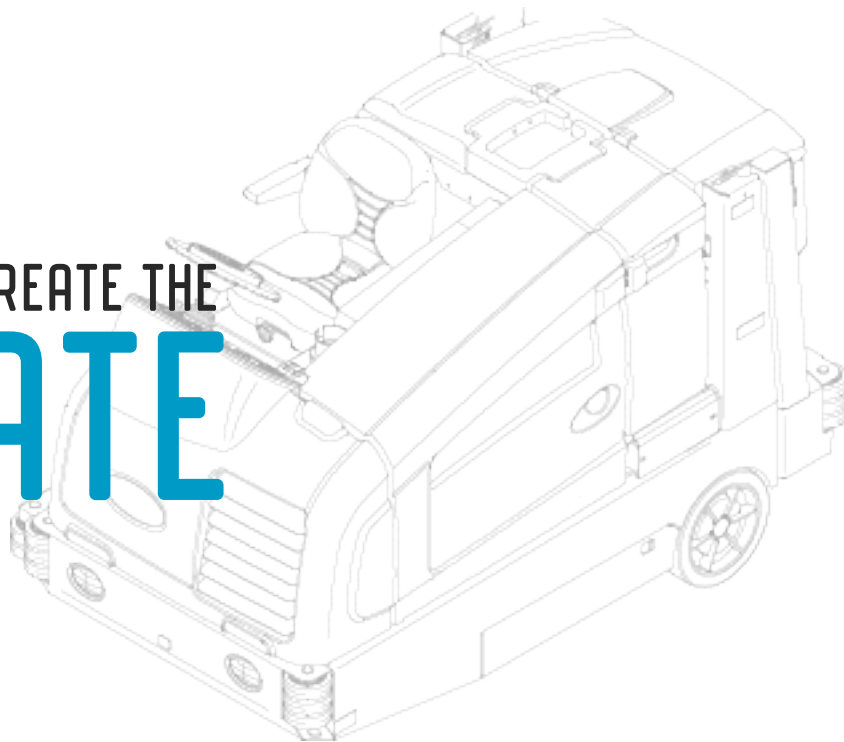
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PERCENT OF  
EMPLOYEES BY  
REGION/FUNCTION





# TENNANT SOLUTIONS CREATE THE ULTIMATE SHINE



*We Create Marvelous  
Machines of Clean.*



**TENNANT M17**  
Battery Rider Sweeper-Scrubber

The M17 is designed to protect employees, facilities and operators with fume-free and detergent-free cleaning.

Beauty is truly in the eye of the beholder — from the new mom shopping a retail store for baby supplies. To the CEO proudly surveying a receiving dock free of pallet chips. To the safety inspector who knows how debris pick-up and grease cleaning affects facility safety. Tennant floor machines and cleaning technologies help to address the cleaning needs of all types of facilities and all types of customers. Tennant cleaning solutions bring out the SHINE in all types of environments.

Tennant Company creates and commercializes sustainable cleaning innovations. The Company offers products and solutions consisting of mechanized cleaning equipment, detergent-free and other sustainable cleaning technologies, aftermarket parts and consumables, equipment maintenance and repair service, specialty surface coatings, and business solutions such as financing, rental and leasing programs, and machine-to-machine

asset management solutions. The Company markets and sells the following brands: Tennant®, Nobles®, Green Machines™, Alfa Uma Empresa Tennant™, IRIS®, and IPC.

Tennant-engineered products are used in many types of environments including: retail establishments, distribution centers, factories and warehouses, public venues such as arenas and stadiums, office buildings, schools and universities, hospitals and clinics, parking lots and streets, and more. Customers include contract cleaners to whom organizations outsource facilities maintenance, as well as businesses that perform facilities maintenance themselves.

We have a track record of consistently delivering breakthrough innovation to keep our customers' environments cleaner, safer and healthier. Be a part of exciting research efforts, challenging assignments and rub shoulders with the best in the business... Tennant Company has a way with making things shine.



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*We view each new project as a challenge to go beyond what has been done before and continue to seek new ways to surprise and delight our customers. More than just aesthetics, good design begins with empathy for our customers and the challenges they face in their daily cleaning efforts.*

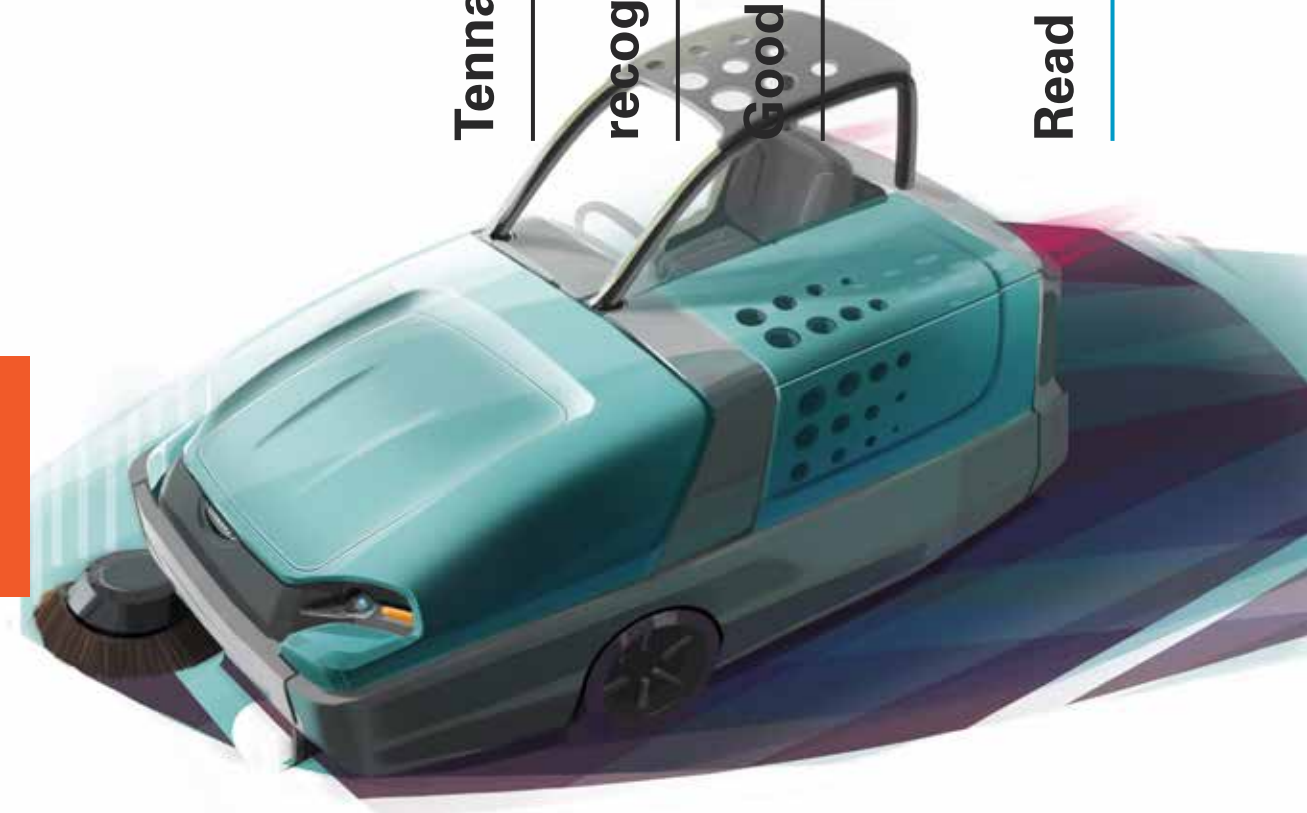
**John Ickes**

Sr. Principal Industrial Designer  
for Tennant Company

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**Tennant has been  
recognized by R&D100 and  
Good Design for its innovation**

**Read more at [www.tennantco.com](http://www.tennantco.com)**







## Our Markets

Tennant products are used in many types of environments including: Retail establishments, distribution centers, factories and warehouses, public venues such as arenas and stadiums, office buildings, global schools and universities, hospitals and clinics, parking lots and streets, and more.



BUILDING  
SERVICE  
CONTRACTORS



MANUFACTURING



LOGISTICS AND  
WAREHOUSING



RETAIL



EDUCATION



HEALTHCARE



AVIATION AND  
TRANSPORT



MINING



AUTOMOTIVE



GOVERNMENT



FOOD AND  
BEVERAGE



HOSPITALITY





# OUR PRODUCT CATEGORIES

01

Scrubbers



02

Sweepers



03

Sweeper /  
Scrubbers



04

Extractors



05

Burnishers  
& Floor Machines



06

Vacuums



07

Pressure  
Washers



08

Tools



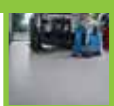
09

Service



10

Coatings



11

Pre-Owned  
Machines



12

Parts



13

Leasing



14

Specialty  
Cleaning Equipment





**Tennant Company's Guiding Principles**

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**are the glue that binds together our**

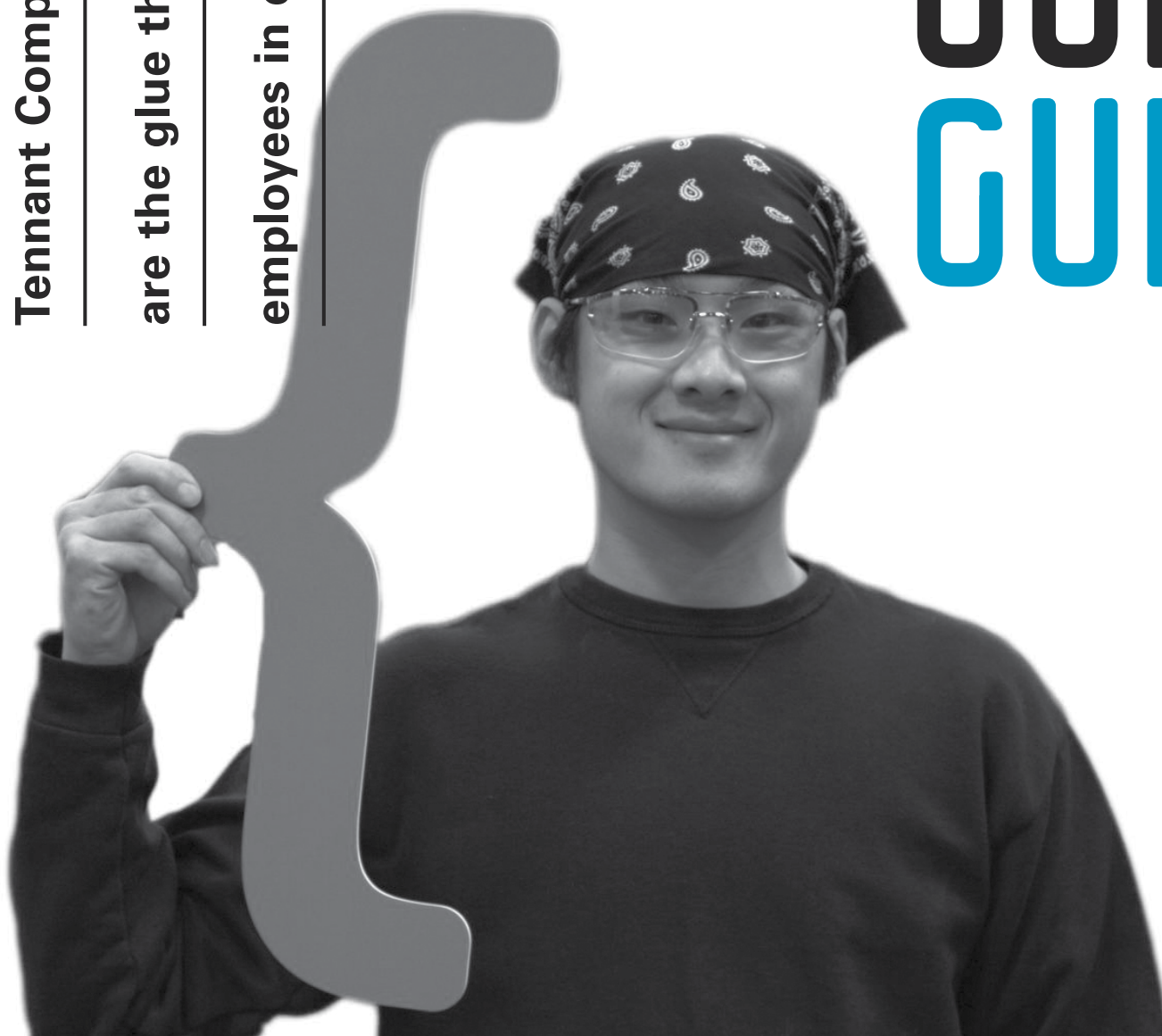
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**employees in every corner of the world.**

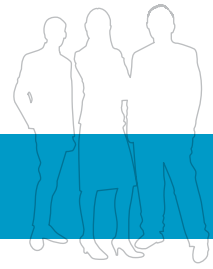
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# OUR GUID







## WHY OUR EMPLOYEES JOINED TENNANT COMPANY

### Strong Reputation

"Tennant was the industry leader in its field and renowned for its commitment to quality and customer satisfaction"

### Work Life Balance

"Working hours which would allow me more time with my family"

### Energizing Opportunities

"Challenging work with potential of high impact"

# ING PRINCIPLES

Tennant Company will Reinvent How the World Cleans guided by these principles:

### WE WILL THINK IN NEW WAYS...

#### through GLOBAL COLLABORATION

We will create an environment that supports working together across functions and geographies for the greater good of Tennant and our customers.

#### with EMPOWERMENT

We will empower employees to make decisions and act with initiative to drive high performance and deliver results.

#### as the INNOVATION LEADER

We will be recognized as our industry's innovation and quality leader. We will honor our legacy by continually exploring new ways to improve our business.

### WE WILL PURSUE NEW EXPERIENCES...

#### through IMPACTFUL WORK

We will provide fulfilling work that allows employees to have an impact on our collective success.

#### by being GROWTH ORIENTED

We will stay motivated to grow our company by constantly looking forward and challenging the status quo.

#### with ENERGIZING OPPORTUNITIES

We will energize employee development through unique and challenging work experiences.

### WE WILL BUILD ON OUR LEGACY...

#### using STEWARDSHIP

We will use our core value of stewardship to guide our actions. We are accountable to our colleagues, our customers, our investors and our communities. We care for one another and work together for our mutual safety.

#### as an ETHICAL COMPANY

We will always behave fairly, ethically and with integrity in all things.

#### with AUTHENTICITY

We will be authentic, transparent, accessible and responsive.





# CREATING A CLEANER, SAFER, HEALTHIER WORLD.

## A Commitment to Sustainability

It feels good to work for a company that cares about the sustainability of its business operations. We are focused on developing new solutions that clean really well, but don't harm our environment. At Tennant Company, we are guided by the value of stewardship, and we are committed to making the world better through our environmentally minded products, waste reduction, use of energy and a passion for giving back to our communities through corporate giving and employee volunteering. Our Sustainable Enterprise initiative, its programs and actions are aligned with our core value of stewardship and an integral element of our company's vision to create a cleaner, safer, healthier world.



## FOUR FOCUS AREAS

Tennant has established long-term quantitative, measureable goals for four focus areas to become a Sustainable Enterprise:



### PRODUCTS

Tennant Company is committed to creating and commercializing breakthrough, sustainable cleaning technologies. These solutions empower customers to significantly reduce their environmental impact in the product "use-phase" and help create a cleaner, safer, healthier world.



### GREENHOUSE GAS (GHG) EMISSIONS/ENERGY

Our goal is to reduce GHG emissions (direct and indirect) used in Tennant operations and along the Tennant value chain. We transparently report GHG emissions to create mutual accountability between Tennant and our value stream partners, all in the spirit of creating a cleaner, safer and healthier world.



### WASTE

We strive to reduce—and aspire to eventually eliminate—all forms of waste. Our aspiration is that all purchased materials provide the highest and best use attainable to our customers and all other stakeholders.



### PEOPLE & COMMUNITIES

Tennant Company has an unwavering commitment to its employees and to a company culture of unquestionable integrity and community involvement.



# Sustainable Enterprise HIGHLIGHTS

**11,000  
POUNDS**

**OF ORGANICS  
DIVERTED**



**4**

**CONSECUTIVE YEARS  
OF IMPROVED SCORE  
WITH CDP SUPPLY  
CHAIN PROGRAM**



**690  
PALLET  
REPAIRED &  
REUSED**



*We congratulate Tennant Company for setting a science-based target, aligning their business strategy with the Paris Agreement. It's particularly encouraging to see them incorporating the use of their products into their climate strategy, helping customers to reduce emissions in their businesses.*



**Cynthia Cummis**

Deputy Director of  
GHG Protocol at World  
Resources Institute

**IMPROVED BATTERY  
LIFE WITH USE  
OF SMART-FILL™  
BATTERIES AND IRIS**



**2ND CONSECUTIVE  
YEAR OF ABSOLUTE GHG  
EMISSIONS REDUCTIONS**

**2,234  
VOLUNTEER HOURS AT  
COMPANY-SPONSORED  
EVENTS**



**16 EMISSIONS  
REDUCTION PROJECTS**

totaling 1,312 mTCO2e  
reductions including 2,000MW  
of renewable energy supply



**ELECTRONIC WASTE  
DIVERTED**

**\$595,000**

**CHARITABLE  
DONATIONS**

\*Highlights from the 2017 Tennant Company Sustainability Report



Learn more: [www.tennantco.com](http://www.tennantco.com)



# JOIN US AS A CREATOR OF {NEW

## TENNANT COMPANY

CREATING A CLEANER, SAFER, HEALTHIER WORLD



### CONTACT US

Find out how you can be a Creator  
of {New at Tennant Company.

[jobs.tennantco.com](https://jobs.tennantco.com)

[tennantco.com](https://tennantco.com)

NYSE: TNC



Tennant Company  
Welcomes You!



BE A CREATOR OF {NEW