



# 2025 (FY24) Sustainability Report



# Table of contents

## 03 Our leadership

Message from our CEO

## 04 About Tennant Company

Our brands & markets

Our products

Recognition

Global footprint

## 07 Sustainability at Tennant

*Thriving People. Healthy Planet.*  
sustainability framework

Sustainability governance

Integrating sustainability  
across our business

## 13 Measuring our progress

*Thriving People. Healthy Planet.*  
progress report

## 17 Thriving People

**Impact area: employee success**

Health & safety

Well-being & development

Diversity, equity, & inclusion

**Impact area: social impact**

Human rights

Investing in our communities

**Impact area: shared spaces**

Delivering on our purpose

## 30 Healthy Planet

**Impact area: climate & energy**

Net-zero by 2040

**Impact area: water & chemical use**

Operational water use

**Impact area: circular products & waste**

Circular products

Waste

## 40 Ethics & integrity

Our code of conduct

## 42 Our suppliers

## 44 About this report

Scope and Reporting Boundary

UN Sustainable Development Goals

Forward-looking statements

## 47 Index

Environmental, social, and  
governance (ESG) metrics

GRI index



# Our leadership



## Message from our CEO

Our customers look to Tennant Company for innovation to help them solve their most pressing cleaning challenges. Often, this includes commitments to meet their sustainability goals while at the same time maintaining their high standards for performance and efficiency.

We embrace these opportunities to lead in the deployment of new technologies, build a more resilient and responsible business that meets the expectations of all our stakeholders, and create lasting value for customers, investors, and employees.

Guided by our mission to create a cleaner, safer, healthier world, Tennant continues to integrate sustainability more deeply into our business strategy and operations. 2024 was a successful year in which we executed our business objectives while further aligning our enterprise activities to our *Thriving People. Healthy Planet.* sustainability framework.

In May 2024, we hosted our inaugural investor day, where we shared details on Tennant's enterprise growth strategy and value creation priorities. At that event and in ongoing conversations with investors, our leadership team has highlighted how our sustainability commitments support our business and further our strategy.

We set an ambitious target to enable the cleaning of 63.5 trillion square feet of shared spaces by 2030, partnering with our customers to help more people benefit from shared spaces that are cleaned in sustainable, innovative, and better ways.

We announced a refreshed corporate giving strategy that strengthens our commitment to

driving positive change in the communities we serve. This new approach allows us to make more impactful contributions through strategic partnerships that align with our sustainability objectives and business values.

We expanded our network of Employee Resource Groups (ERGs) to provide meaningful connections amongst our employees and foster an inclusive work environment at our company. We are continuing to build an organization that supports our employees as they discover career success within Tennant.

As we reflect on the past year, I am proud of the steps we have taken and excited for the road ahead. Sustainability is not just a commitment at Tennant; it's a responsibility we embrace every day. I invite you to explore this report and see how we are driving impact through innovation, accountability, and action.

Thank you for your partnership and support as we continue this journey together.

Dave Huml  
President & CEO  
Tennant Company

# About Tennant Company

George H. Tennant began his business in Minnesota in 1870, originally operating a sawmill on the banks of the Mississippi River in Minneapolis. He quickly transitioned to making wooden flooring for houses and businesses in the growing metropolitan area. The Company reached a turning point in the 1930s when leaders recognized the potential in a newly patented device that automated laborious floor maintenance tasks and began to focus the business on floor care.

Today, Tennant Company, headquartered in Eden Prairie, Minnesota, is a world leader in designing, manufacturing, and marketing sustainable cleaning innovations that empower our customers to create a cleaner, safer, and healthier world.

For more than 150 years, our products have cleaned shared spaces around the world, from retail establishments and grocery stores to airports, factories, and warehouses, and from arenas and stadiums, office buildings, schools, and universities to hospitals and clinics, and more. Throughout our history, we have focused on advancing our industry by pursuing new technologies, creating a culture that celebrates innovation, and investing in our product portfolio to deliver value to our customers and drive profitable growth for our shareholders. Our innovations and technologies deliver high-performance solutions and allow our customers to clean more sustainably through autonomous operation and reduced energy, water, and chemical use.



## Our brands & markets

Our family of brands helps create healthy, safe, and clean shared spaces for the people and places in our customers' care.



- Arenas & stadiums
- Automotive
- Aviation & transportation
- Building service contractors
- Education
- Electronics
- Food & beverage
- Government
- Healthcare
- Hospitality
- Logistics & warehouse
- Manufacturing
- Mining
- Municipalities
- Pharmaceutical
- Retail

## Our products

We offer products and solutions consisting of manual and autonomous mechanized cleaning equipment for both industrial and commercial use, detergent-free and other sustainable cleaning technologies, aftermarket parts and consumables, equipment maintenance and repair services, and business solutions such as financing, rental and leasing programs, and machine-to-machine asset management solutions. We are committed to developing cleaning technologies that increase cleaning productivity. Our product and solution categories include:

- Scrubbers
- Sweepers
- Sweeper-Scrubbers
- Extractors
- Burnishers & Floor Machines
- Vacuums
- Pressure Washers
- Autonomous Mobile Robot (AMR) Machines
- Specialty Cleaning Equipment
- Pre-Owned Machines
- Cleaning Tools
- Parts
- Service



## Recognition

We continue to be recognized and awarded for our work across the breadth of our business.

- **2024 FacilitiesNet/NFMT Vision Award Winner Category: Building, Maintenance, Grounds & Cleaning – X4 ROVR Robotic Scrubber**
- **2024 America's Most Responsible Companies by Newsweek**
- **2024 Good Design Award IPC PW-H21 hot water high-pressure washer**
- **TIME and Statista's list of the World's Best Companies in Sustainable Growth**
- **2025 (FY24) EcoVadis Bronze Medal**



# Global footprint

As of December 31, 2024, Tennant Company sells products directly in 21 countries and through distributors in more than 100 countries. We have 11 global manufacturing locations and operations in three geographic areas including the Americas, Europe, the Middle East and Africa (EMEA), and Asia Pacific (APAC).

## EMPLOYEES WORLDWIDE\*

# 4,632

\*As of December 31, 2024

## EMPLOYEES BY REGION

|          |       |      |
|----------|-------|------|
| AMERICAS | EMEA  | APAC |
| 2,454    | 1,699 | 479  |

Figure 1 **Global map**



# Sustainability at Tennant

At Tennant, sustainability unites our vision to create a cleaner, safer, healthier world with our ambition to reinvent how the world cleans.

We recognize that global challenges are accelerating, driving increased rigor in regulations and growing stakeholder expectations for our products and how we operate our business. Rising to challenges is part of our legacy. For decades, we have been continually improving our collective spaces, investing in technologies that reduce detergent use, conserve water, and enhance the operator experience. We continuously develop innovative solutions to help our customers solve their evolving challenges and needs.

Today, we are addressing issues such as climate change, product life-cycle impact, and circularity while creating an inclusive workplace and investing in our communities. Through these efforts, we create shared value for our business, empower our customers to achieve their sustainability goals, and drive positive societal impact.

*Photo by Shannon Molvin,  
Tennant employee*

“At Tennant, we embed sustainable thinking across our business to create lasting value for our customers. It’s how we help solve their most pressing cleaning challenges – and how we work toward a cleaner, safer, healthier world.”

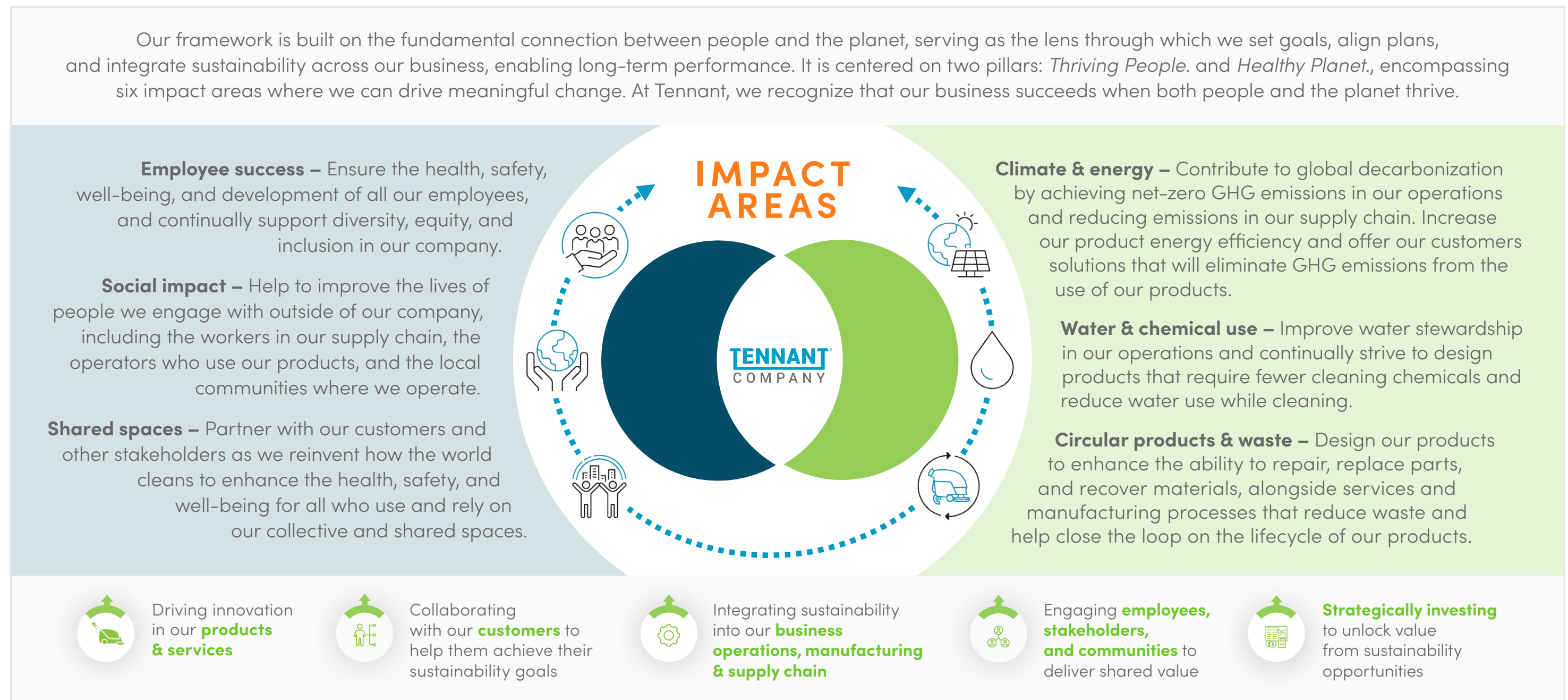
Dave Huml, President & CEO



# THRIVING PEOPLE. HEALTHY PLANET. sustainability framework

In 2023, we launched the next chapter of sustainability at Tennant Company with our *Thriving People. Healthy Planet.* framework. Developed through extensive engagement with customers, investors, employees, and partners, this framework ensures our strategy and reporting align with the most material sustainability and environmental, social, and governance (ESG) topics where we have the opportunity to engage and drive impact across our value chain.

Figure 2 Sustainability framework





## Sustainability governance

The Tennant Company Board of Directors Governance Committee oversees the activation of our *Thriving People. Healthy Planet.* framework, including the progress toward our goals and commitments. This oversight extends to the programs, policies, practices, and reporting under the six impact areas as well as broader ESG topics. The Audit Committee oversees activities related to compliance with current and emerging legal and regulatory requirements.

The Sustainability Team provides an annual update to the Governance Committee on progress as outlined in the *Thriving People. Healthy Planet.* progress report. Additional updates may be given as needed to address emerging topics and issues. The Governance Committee also reviews the annual Sustainability Report to ensure transparency and accountability.

The Senior Management Team (SMT), comprised of C-suite leaders, drives sustainability and ESG strategy and performance, including the bold goals we set and will continue to set. The SMT ensures enterprise-wide accountability, integrates sustainability into business strategy, and allocates resources to our impact area workstream teams.

## Stakeholder engagement

At Tennant Company, we regularly engage with and collaborate among stakeholders to identify priorities, assess risks and opportunities, and provide strategic direction for our business and our *Thriving People. Healthy Planet.* sustainability framework. In 2024, we engaged with key stakeholder groups in various ways, and Table 1 provides an overview of our stakeholder engagement process.

We recognize that our ability to create long-term value and address ESG challenges depends on open dialogue and collaboration with our employees, customers, investors, suppliers, and communities.

## Materiality

Our most recent materiality assessment was completed in 2022 and informed our current framework. We engaged internal and external stakeholders to identify priority sustainability and ESG topics throughout our value chain. This comprehensive assessment included input from customers, employees, investors, suppliers, and industry experts to ensure diverse perspectives were considered. Below are the priority areas most critical to our business, which informed our *Thriving People. Healthy Planet.* sustainability strategy and our approach to creating long-term value for our stakeholders (Figure 3).

Figure 3 **Materiality matrix**

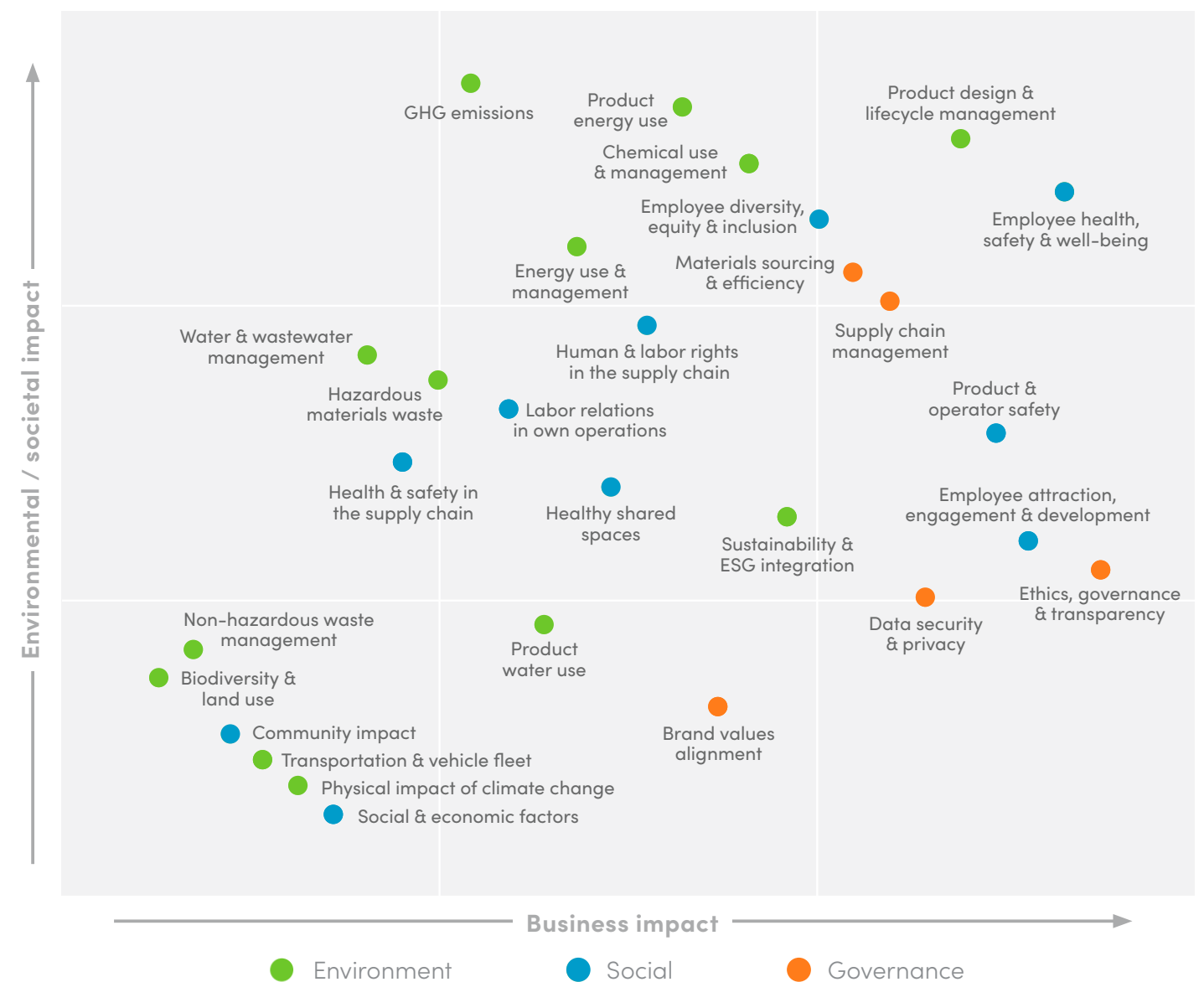


Table 1 Stakeholder engagement

| Stakeholder group  | How we engage   | Major issues raised  |
|--|---|--|
| <b>Customers</b>   | <ul style="list-style-type: none"> <li>- Provide innovative, high-quality, sustainable products and services that help our customers achieve their sustainability and ESG goals</li> <li>- Collaborate with the global strategic accounts sales team to respond to customer requests</li> <li>- Direct dialogue with customers</li> <li>- Publish performance in the annual sustainability report, CDP Response, and EcoVadis questionnaire</li> </ul>  | <ul style="list-style-type: none"> <li>Product design &amp; life-cycle management</li> <li>Product &amp; operator safety</li> <li>GHG Emissions</li> <li>Product energy use</li> <li>Ethics, governance, &amp; transparency</li> <li>Human &amp; labor rights in the supply chain</li> <li>Labor relations in own operations</li> <li>Product water use</li> <li>Transportation &amp; vehicle fleet</li> </ul> |
| <b>Investors</b>   | <ul style="list-style-type: none"> <li>- Include sustainability performance on the investor website</li> <li>- Publish performance in the annual sustainability report and CDP Response</li> <li>- Respond to ESG rating firm requests and questionnaires, including ISS and MSCI</li> <li>- SEC Filing</li> <li>- Upholding corporate values</li> </ul>  | <ul style="list-style-type: none"> <li>GHG emissions</li> <li>Ethics, governance, &amp; transparency</li> <li>Social &amp; economic factors</li> <li>Water &amp; wastewater management</li> </ul>  |
| <b>Employees</b>   | <ul style="list-style-type: none"> <li>- Conduct all employee engagement survey annually</li> <li>- Support Employee Resource Groups (ERGs), which provide a space for employees to build community and develop stronger relationships with others with similar identities and as allies</li> <li>- Sustainability &amp; ESG page on intranet</li> <li>- Continue to foster an inclusive environment where all people feel welcome, heard, and able to reach their full potential</li> <li>- Provide a safe and healthy work environment</li> </ul> | <ul style="list-style-type: none"> <li>Employee health, safety, &amp; well-being</li> <li>Employee diversity, equity, &amp; inclusion</li> <li>Employee attraction, engagement, &amp; development</li> <li>Physical impact of climate change</li> <li>Energy use &amp; management</li> <li>Labor relations in own operations</li> <li>Transportation &amp; vehicle fleet</li> </ul>                            |
| <b>Suppliers</b>   | <ul style="list-style-type: none"> <li>- Require all suppliers to comply with our Supplier Core Expectations and Code of Conduct, including our zero tolerance policies on forced labor, human trafficking, child labor, and discrimination</li> <li>- Members of Responsible Minerals Initiative Audits</li> <li>- Meet the reasonable needs of distribution channel members and respect their business</li> </ul>   | <ul style="list-style-type: none"> <li>Supply chain management</li> <li>Materials sourcing &amp; efficiency</li> <li>Health &amp; safety in the supply chain</li> <li>Human &amp; labor rights in the supply chain</li> </ul>  |
| <b>Governments &amp; non-government organizations (NGOs)</b> | <ul style="list-style-type: none"> <li>- Comply with laws, regulations, and policies</li> <li>- Provide support to advance and solve global issues</li> <li>- Partner to understand societal concerns</li> </ul>  | <ul style="list-style-type: none"> <li>GHG emissions</li> <li>Data security &amp; privacy</li> <li>Ethics, governance, &amp; transparency</li> <li>Chemical use &amp; management</li> <li>Healthy shared spaces</li> <li>Water &amp; wastewater management</li> <li>Hazardous materials waste</li> </ul>   |
| <b>Communities</b>   | <ul style="list-style-type: none"> <li>- Give back to communities through various corporate giving and philanthropy programs</li> <li>- Provide economic and social value to communities while minimizing environmental impact</li> <li>- Support communities to help them thrive</li> </ul>  | <ul style="list-style-type: none"> <li>Community impact</li> <li>Brand values alignment</li> <li>Healthy shared spaces</li> <li>Biodiversity &amp; land use</li> </ul>   |
| <b>Trade organizations &amp; partners</b>                    | <ul style="list-style-type: none"> <li>- Support through memberships</li> <li>- Participate in industry standard committees, work groups, forums, and workshops</li> <li>- Collaborate on technical and other research to develop innovative solutions for society</li> </ul>   | <ul style="list-style-type: none"> <li>Brand values alignment</li> </ul>   |

## Integrating sustainability across our business

Integrating sustainability across Tennant Company is essential to addressing global challenges, meeting evolving stakeholder expectations around sustainability and ESG priorities, and maintaining our leadership within the industry. By embedding sustainability into our business strategy and operations, we strengthen our long-term resilience in an ever-changing world.

Tennant Company's Elevate strategy is a multi-year framework designed to drive the growth

of our business, enhance our performance, and invest in our people. In 2024, we remained focused on elevating our industry leadership through key innovations, expanding our customer base, and strengthening our business infrastructure and teams.

Our *Thriving People. Healthy Planet.* sustainability framework supports our performance initiatives, reflecting how we integrate sustainability into our business strategy and operations. By making sustainability a core element of performance,

we are transforming the way we think, plan, and operate – embedding it across the enterprise. This approach ensures that sustainability is not just an initiative, but a driver of business success, aligning with stakeholder expectations and positioning Tennant for sustained growth and impact. It also strengthens how we partner with customers, ensuring that our products and services not only address their cleaning challenges but also help them achieve their sustainability goals.



### GROWTH

- Pricing excellence
- Product innovation
- New channels & markets
- New business models
- Strategic acquisitions



### PERFORMANCE

- Enterprise resource planning
- Sustainability



### PEOPLE

- Employee value proposition

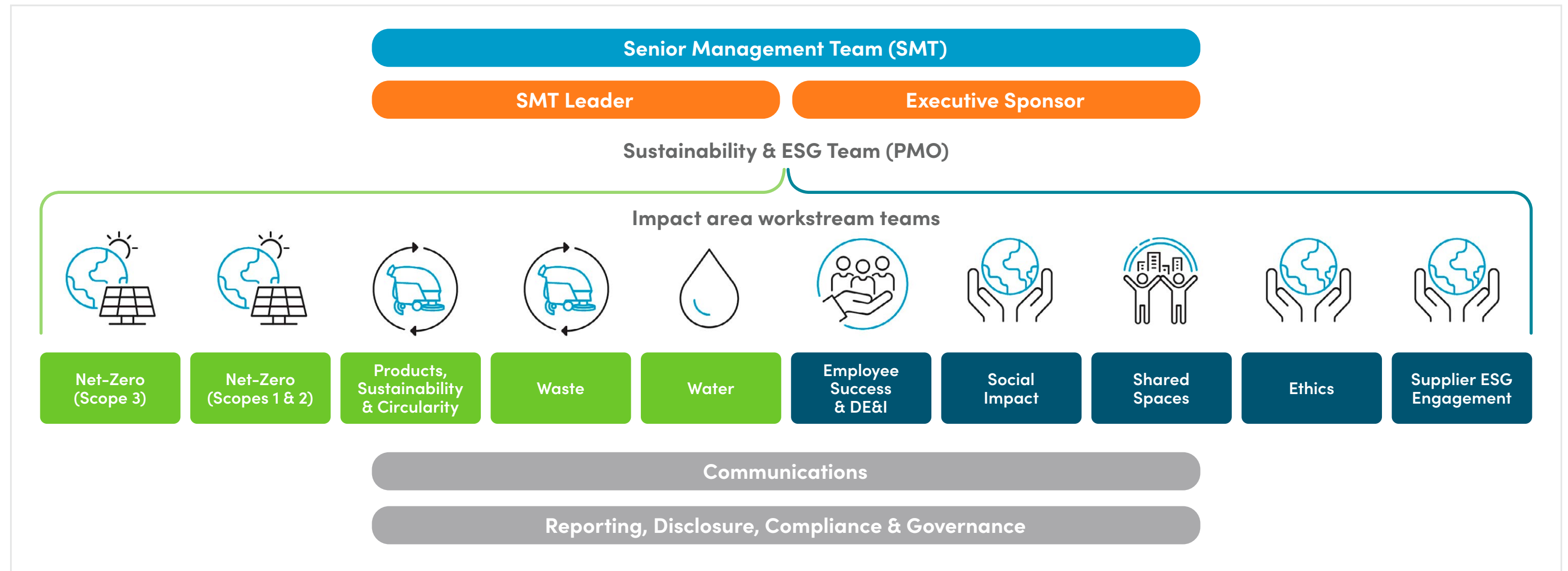
Tennant’s dedicated sustainability function leads strategy execution, reporting, and engagement with internal and external stakeholders. This team collaborates with leaders across key business areas, including product development, operations, supply chain, legal, compliance, and human resources, to integrate sustainability into decision-making and

business processes, activating our *Thriving People. Healthy Planet.* framework.

To drive progress, we established cross-functional working groups focused on the impact areas of our sustainability framework (Figure 4). Each working group has a sustainability business partner, who acts as a facilitator, and a VP- or SVP-level executive

sponsor who provides strategic oversight. Composed of representatives from essential business functions, these teams develop roadmaps, set milestones, align on key performance indicators, and implement strategies to help Tennant achieve both current and future sustainability goals.

Figure 4 **Thriving People. Healthy Planet. framework activation & operating model**





## Measuring our progress

Sharing our progress is an integral part of our commitment to sustainability. This report and the following sections will provide in-depth information on the two pillars and six impact areas, including updates on our goals, established targets, and upcoming key milestones, so our stakeholders can track our progress.

The following reflects the activities and initiatives that occurred during the 2024 fiscal year (January 1, 2024 to December 31, 2024). Additional details can be found throughout this report.

# THRIVING PEOPLE. HEALTHY PLANET. progress report

|                      | Goal   | 2024        | Unit of measure  | Status          | Description of annual progress toward goal   |
|----------------------|--|-------------|--|-----------------|--|
| <b>Social impact</b> | <i>Tennant Company commits to donating at least 2% of pre-tax U.S. earnings across the communities in which we operate</i> | \$2,044,366 | USD, includes the sum of employee gift matching, grant disbursements, scholarship program, and equipment and inventory donations | <b>On track</b> | In 2024, Tennant Company donated \$2 million USD to support the communities in which we operate, which exceeded 2% of pre-tax U.S. 2023 earnings target. |

|                      | Goal   | 2024 | Unit of measure                        | Status          | Description of annual progress toward goal   |
|----------------------|--|------|--|-----------------|--|
| <b>Shared spaces</b> | <i>To enable the cleaning of 63.5 trillion squared feet across our shared spaces by 2030</i> | 8.8  | Trillion squared feet of shared spaces | <b>On track</b> | In 2024, Tennant Company products enabled the cleaning of 8.8 trillion square feet of shared spaces in partnership with our customers. |

# THRIVING PEOPLE. HEALTHY PLANET. progress report

| Achieve net-zero greenhouse gas emissions across scopes 1, 2 and 3 <sup>1</sup> by 2040       |      |   |                  |  |  |
|---|------|---|------------------|--|--|
| Goal  | 2024 | Unit of measure   | Status           | Description of annual progress toward goal   |  |
| <i>Reduce Scope 1 &amp; 2 GHG emissions 45% by 2030</i>                                       | -4%  | Percent change of Scope 1 and 2 (market-based) GHG emissions compared to 2021 base year | <b>Off track</b> | In 2024, GHG emissions from our operations and vehicle fleet increased year-over-year primarily due to higher energy and fuel consumption. While this places us off track against our 2030 goal, GHG emissions remain below 2021 levels, reflecting an overall downward trend. |  |
| Goal  | 2024 | Unit of measure   | Status           | Description of annual progress toward goal   |  |
| <i>Source 100% of electricity from renewable sources across all global facilities by 2030</i> | 92%  | Percentage of global electricity sourced from renewable energy                          | <b>On track</b>  | In 2024, our renewable energy portfolio increased due to on-site solar panels at several IPC manufacturing facilities in Italy.  |  |
| Goal  | 2024 | Unit of measure   | Status           | Description of annual progress toward goal   |  |
| <i>Reduce emissions from our global fleet by 40% by 2030</i>                                  | -2%  | Percent change of emissions from global fleet compared to 2021 base year                | <b>Off track</b> | In 2024, GHG emissions from our global vehicle fleet increased year-over-year primarily due to higher fuel consumption. While this places us off track against our 2030 goal, GHG emissions remain below 2021 levels, reflecting an overall downward trend.                    |  |
| Goal  | 2024 | Unit of measure   | Status           | Description of annual progress toward goal   |  |
| <i>Reduce Scope 3, category 11 use of sold products emissions 45% by 2030</i>                 | -20% | Percent change of emissions from the use of sold products compared to 2021 base year    | <b>On track</b>  | In 2024, emissions from the use of our sold products decreased compared to the 2021 base year due to the increasing demand from customers for electric machines and the decarbonization of electrical grids globally.  |  |

Climate & energy

<sup>1</sup>Scope 3 emissions include category 1 – purchased goods and services and category 11 – use of sold products

# THRIVING PEOPLE. HEALTHY PLANET. progress report

| Water & chemical use | Goal  | 2024      | Unit of measure | Status          | Description of annual progress toward goal  |
|----------------------|---|-----------|-----------------|-----------------|---|
|                      | <i>Establish water baselines for our manufacturing facilities</i> | Completed | —               | <b>On track</b> | In 2024, in collaboration with global facilities and operations teams, we exceeded our goal of establishing waste baselines for at least 3 manufacturing facilities and completed for all 11. |

| Circular products & waste   | Goal  | 2024            | Unit of measure | Status  | Description of annual progress toward goal   |
|---|---|-----------------|-----------------|---|--|
|   | <i>Embed five sustainability themes into product line strategies and the new product development process to help our customers achieve their sustainability goals</i> | Completed       | —               | <b>On track</b>   | In 2024, the product sustainability workgroup enhanced our new product development process and incorporated the five most common themes of customer inquiries as they seek partners to help them achieve their sustainability goals. |
| Goal  | 2024  | Unit of measure | Status          | Description of annual progress toward goal  |  |
| <i>Complete life-cycle assessments of our products</i>            | Completed   | —               | <b>On track</b> | In 2024, we conducted two ISO-compliant life-cycle assessments for our customers to better understand the life-cycle impact of our products. These assessments will also identify opportunities to significantly reduce the life-cycle emissions of our products and inform our product design and development processes. |  |
| Goal  | 2024  | Unit of measure | Status          | Description of annual progress toward goal  |  |
| <i>Establish waste baselines for our manufacturing facilities</i> | 6   | Number          | <b>On track</b> | In 2024, in collaboration with global facilities and operations teams, we implemented a process for collecting waste data and established baselines for six manufacturing facilities.   |  |





# Thriving People

Our success as a business relies on people – our employees, our customers, our partners, and our communities.

Our *Thriving People*. pillar addresses areas where we can positively impact these stakeholders and our collective shared spaces through our products and way of working while helping our customers solve their cleaning challenges. Within this pillar, we focus on three impact areas: employee success, social impact, and shared spaces.

Our *Thriving People*. pillar contributes to these United Nations Sustainable Development Goals (UN SDGs):



## Impact area: employee success

Our employees are the heart of our business; without them, we would not be who we are today. We are committed to employee success and creating a safe, inclusive workplace where our people can find meaningful work. Across our business, we ensure the health, safety, well-being, and development of all our employees and a diverse, equitable, and inclusive workplace.

### Health & safety

Employee safety is fundamental to Tennant Company. We are committed to fostering a global safety culture through our Global Health & Safety Framework, continually striving to integrate safety practices across the organization. The health and safety of our employees are our top priority, and we work diligently to meet and exceed applicable regulatory standards at each of our facilities.

Tennant employees are empowered to stop work if a potential hazard is identified, ensuring that safety remains a collective responsibility. Each site provides both public and confidential channels for employees to report safety concerns, ensuring they feel supported in speaking up.

In alignment with industry best practices, we publicly report our global Total Recordable Incident Rate (TRIR) and Days Away, Restricted, and Transferred (DART) rate (Table 2). These metrics, along with other key performance indicators, help us measure the effectiveness of our safety programs. We focus on continuous improvement to proactively identify potential hazards and prevent injuries before they occur.



Table 2 **Safety data metrics**

|   |                      | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|---|----------------------|------|------|------|------|------|------|------|------|
| <b>Safety TRIR (total recordable incident rate)</b> | Operations           | 1.5  | 1.41 | 1.19 | 1.83 | 2.48 | 4.48 | 5.18 | 6.29 |
|   | NA TSSC <sup>2</sup> | 5.00 | 2.49 | 1.46 | 1.90 | 1.33 | 1.88 | 2.69 | 6.50 |
| <b>DART (days away, rest, and transfer) rate</b>    | Operations           | 0.37 | 0.77 | 0.50 | 0.70 | 1.55 | 3.58 | 4.07 | 3.52 |
|   | NA TSSC <sup>2</sup> | 3.20 | 1.97 | 1.05 | 0.95 | 0.77 | 1.44 | 2.07 | 4.66 |

<sup>2</sup>Tennant Sales and Service Company

In 2024, the increase in both TRIR and DART was driven in part by improved reporting and tracking mechanisms, as well as more employee hours worked compared to previous years. Tennant Company is addressing this increase by allocating resources to better understand risks and by implementing targeted interventions to ensure a safe and healthy working environment for all employees. Tennant Company operates according to established safety programs and relies on a skilled team of health and safety specialists to support our employees globally.

In recognition of our commitment to the highest standards of occupational health and safety, six of our global facilities have achieved ISO 45001 certification (Figure 1), highlighting our dedication to a safe and healthy work environment worldwide. More information can be found on our [Commitment to Quality web page](#).



*Photo by Tony Heinen, Tennant employee*

## Well-being & development

We are committed to nurturing the professional and personal growth of all our employees. Our *Invest in Your Best* program fosters talent development. This program serves as a foundational guide, outlining clear expectations for individuals at various organizational levels, empowering each employee to contribute to Tennant’s success. Providing a structured approach enables our workforce to understand



**Invest  
in your  
Best**

their role-specific responsibilities, identify areas for growth, and actively manage their career progression.

We value our employees and their families and are committed to providing a competitive benefits package. Benefits for our various global locations adhere to local laws and regulations and are competitive in the local market. Refer to Figure 5 for a comprehensive list of employee benefits. Benefits vary for global locations depending on local rules and regulations.

Figure 5 **Tennant Company wellness and well-being program overview**



### PHYSICAL WELL-BEING

Programs that help our employees live a healthy lifestyle

- Health insurance (individual, family, domestic partner)
- Dental insurance (individual, family, domestic partner)
- Vision insurance (individual, family, domestic partner)
- Accident insurance
- Critical illness insurance
- Telemedicine
- Smoking cessation
- Additional well-being support (onsite & virtual wellness screenings, flu shots)



### FINANCIAL WELL-BEING

Programs that help our employees achieve financial security

- Educational webinars on financial literacy
- Life insurance
- AD&D
- Disability income replacement insurance (short- and long-term)
- Flexible spending accounts (health care and child care)
- 401(k) savings plan (including auto-enrollment, auto-escalation, company matching contribution, and profit sharing)
- Health advocacy
- Long-term care insurance
- Auto & home insurance program
- Health savings account
- Tuition reimbursement
- Dependent scholarship program



### EMOTIONAL WELL-BEING

Programs to help employees maintain strong mental well-being

- Employee assistance program
- Adoption assistance
- Parental leave
- Paid sick days
- Paid vacation
- Bereavement leave
- Paid jury duty leave
- Paid military leave
- Floating holidays (for religious or personal reasons)
- Legal services plan
- Travel assistance program
- Paid time off for volunteer activities
- Tennant Foundation
  - Matching dollars for employee charitable giving
  - Emotional well-being programs
  - Stress management tools
  - Resilience training

## Diversity, equity, & inclusion

At Tennant Company, our employees can discover opportunities for career growth, drive innovation and business success, and connect with each other and the communities we serve. To ensure all of our global employees can experience career success here, we continue to foster an inclusive environment where all people feel welcome, heard, and able to reach their full potential. By cultivating this environment, we strengthen our ability to attract and retain great talent with a wide variety of experiences and viewpoints, and to ensure that our workforce reflects the communities where we work and live.

As such, we are committed to removing barriers and fostering an inclusive environment to increase the representation of employees in different levels of the company to reflect the marketplace and strengthen our business success. Tennant Company believes that the inclusion of diverse perspectives enables innovation and our ability to serve customers. We continue our diversity, equity, and inclusion (DE&I) focus through strategies which engage and educate our employees and promote inclusion. Tennant Company proudly continues our commitment to be an equal opportunity employer. We make employment decisions based on the basis of individual skill, ability, reliability, productivity, and other factors important to performance.



In 2024, much of our work focused on learning more about how employees are experiencing Tennant now and on ensuring that our people, systems, and processes are aligned with current requirements in our geographies. Our Global DE&I Council and Employee Resource Groups (ERGs) also made strides to establish the ways they will operate to connect employees throughout the organization.

To continue our work supporting success for all employees, Tennant contracted with an outside

Table 3 **Employee demographics**

|  | 2024  | 2023  | 2022  |
|--|-------|-------|-------|
| Percentage of U.S. employees who identify as BIPOC (Black, Indigenous, People of Color)      | 25.7% | 25.4% | 24.0% |
| Percentage of employees who identify as women in a manager-level position and above globally | 24.9% | 23.0% | 22.1% |

consultant in two areas. First, members of our Global DE&I Council and HR leadership team engaged in cultural competence training to understand more about accepting difference without judgment and engaging in productive conversations. Second, as part of ongoing work to determine our enterprise strategic approach to this work, we conducted a global needs assessment aimed at identifying areas for initial focus.



## Tennant's Employee Resource Groups

In 2024, Tennant added three new ERGs to our established groups. Our ERGs work to build their communities and engage with employees across the organization. Each group manages activities for employees who share an element of their identities, along with allies, and are open to all employees. Our ERGs also organized events and communications to provide Tennant employees with more information and to promote conversation across the company.



**PRIDE** (LGBTQ+) – supports LGBTQ+ employees, drives positive change, promotes education and awareness, and builds a stronger community to create a safe workplace where everyone can thrive.



**RISE** (BIPOC) – promotes solidarity and support among BIPOC employees and allies. They aim to drive inclusion, harness strengths, and create impactful and lasting change at Tennant and in their communities.



**TEAL** (Women) – promotes the equality and advancement of women in their careers and at Tennant Company, instills confidence in all employees to meet their desired career potential, provides opportunities for discussion, and creates a safe space through activities and conversations.



**TEND** (Neurodiversity) – provides a community for Neurodivergent (ND) employees and those with ND loved ones, allowing employees to bring their full value and talents to the forefront, and partnering with leadership to shape Tennant's culture.



**VETS** (Veterans) – empowers and supports veteran employees, their families, and allies by driving connection, education, and partnership, and working together to foster a community of service and inclusion.

Photo by Sarah Mauragis, Tennant employee

## Impact area: social impact

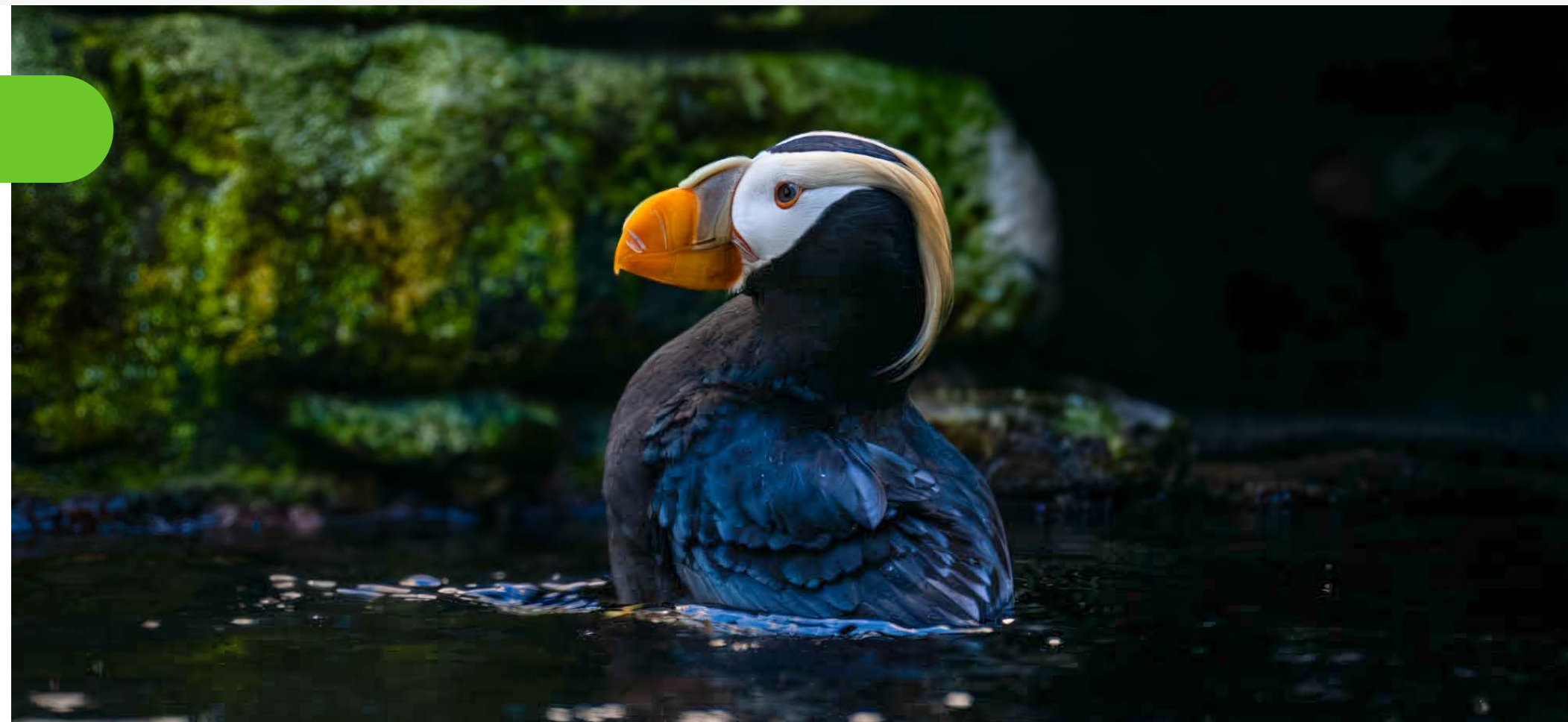
We recognize the significant role we play within the communities where we operate and are committed to making a positive social impact. We work to improve the lives of people we engage with outside our Company, including the workers in our supply chain, the operators who use our products, and the local communities where we work.

We take pride in our commitment to human rights through our operations and supply chain, our high standards of integrity and ethical conduct in business relationships, and our continued investment in our communities through corporate giving.

### Human rights

At Tennant Company, we are steadfast in our commitment to protecting and upholding human rights and promoting the well-being of people and communities worldwide. As a global organization, we adhere to the highest international standards, guided by our [Global Human Rights Policy](#). This policy reflects our dedication to conducting business with dignity, respect, fairness, honesty, and integrity, a commitment that has defined Tennant's 150+ year history.

As a signatory to the [United Nations Global Compact \(UNGC\)](#) and a supporter of the Universal Declaration of Human Rights, we embrace the Ten Principles of the UNGC, which encompass human rights, labor, the environment, and anti-corruption. Our policy also aligns



*Photo by Sarah Mauragis, Tennant employee*

with the UN Guiding Principles on Business and Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We operate in alignment with the policies and procedures outlined in the SA8000 Standard which seeks to protect basic human rights of workers.

Our Global Human Rights Policy applies to all Tennant employees, directors, officers, and workers globally, as well as our agents, distributors, subcontractors, suppliers, and vendors. We aspire to create an inclusive and respectful work environment, establish decent working conditions, pay in an equitable way, and work to eliminate all forms of child and forced labor, discrimination, anti-corruption, and bribery.

### Our principles

#### **Health and safety**

As a starting point for human rights, we are committed to the safety and well-being of our employees and temporary workers worldwide by providing a safe and healthy working environment while adhering to applicable health, safety, and environmental laws.

#### **Freedom of association**

We recognize and respect the right of employees and temporary workers to freedom of association and collective bargaining, which they are entitled to under applicable laws. See [Position on Freedom of Association](#).

**Forced or compulsory labor, human trafficking, and underage labor**

We believe all labor must be voluntary. We do not tolerate any form of underage labor (as defined under applicable laws) or forced labor, such as indentured labor, bonded labor, military labor, slave labor, or any form of human trafficking. Within our business, we also do not tolerate actions such as recruiting, harboring, transporting, providing, or obtaining a human being for compelled labor or other unlawful purposes. [See Anti-Human Trafficking Policy.](#)

We expect our employees and workers to comply with local labor and employment laws wherever they operate. See [Supplier Core Expectations](#), setting out Tennant’s expectations for its suppliers in the areas of integrity, ethical and legal standards, compliance, labor rights and employment law, health and safety, environment, anti-bribery and corruption and supplied materials. Tennant’s [Global Modern Slavery and Forced Labor Statement](#) communicates to our vendors and business partners our expectations on human rights and ethics. Tennant’s [Conflict Minerals Policy](#) supports human rights organizations to end violence and atrocities in Central Africa, specifically the Democratic Republic of the Congo (DRC) and nine adjoining countries.

**Nondiscrimination**

We believe that no person shall be subject to any unlawful discrimination in employment, such as hiring, compensation, benefits, advancement, discipline, termination, or retirement, on the basis of race, color, religion, sex, national origin, physical or mental disability, age, military service, pregnancy, sexual orientation, genetic information (including family medical history), marital status, gender identity or expression, parental status, political affiliation, or any other applicable

prohibited basis. We value a respectful and cooperative working environment. We do not tolerate harassment, sexual harassment, bullying, or discrimination of any kind. Tennant prohibits harassment, discrimination, and other forms of retaliation against any individual who submits a report or assists in the investigation of a claim. We offer training for U.S. managers to help prevent discrimination during the recruitment, interview, and hiring process. Table 4 provides an overview of our hiring process.

Table 4 **Tennant Company hiring process overview**

| Hiring process phase                       | Actions   |
|--|---|
| Phase 1 – approvals                        | Hiring Managers or HR Business Partners create requisitions, which are routed through the appropriate approval process, which may include higher-level business leaders. Talent Acquisition (TA) Specialists have intake calls with hiring managers to review the role’s requirements and outline the selection process.  |
| Phase 2 – posting and candidate generation | All positions are typically posted internally. Confidential or executive positions may not be posted internally. If considering external candidates, TA will post to the jobs.tennantco.com website and various external job boards. TA Specialists will source and screen candidates. All qualified candidates will be submitted to the hiring manager for review and/or an interview. |
| Phase 3 – first-round interview            | Interview materials will be shared with the interview team prior to an in-person interview. The first round of interviews will occur. Interview feedback will be collected, and a conversation with the hiring manager will occur to determine the next steps.  |
| Phase 4 – second-round interview           | A second round of interviews may occur. After the second round of interviews, feedback will be collected to determine next steps.   |
| Phase 5 – offer and pre-employment         | Once the final candidate is identified, the offer details will be finalized and flow through any necessary approvals. A verbal offer will be extended, followed by a formal offer letter. Upon acceptance, pre-employment checks will be initiated.   |



### **Anti-bribery, anti-corruption, and conflicts of interest**

We are committed to doing business through proper means and actions in compliance with the laws and regulations applicable to our global business. We have zero tolerance for bribery or corruption in conducting our business. See [Anti-Bribery and Anti-Corruption Policy](#) and [Code of Conduct](#). As a publicly traded company, we must disclose, review, and mitigate potential conflicts of interest. Managing conflicts of interest is vital to our organization's culture of ethics, integrity, and transparency.

### **Working conditions**

We recognize that compensating our employees and temporary workers and providing reasonable working hours are essential to meeting basic needs.

As such, we pay employees and temporary workers at least the required minimum wage, provide legally mandated benefits, and adhere to all applicable working hours and overtime compensation laws.

### **Third parties**

We hold all third parties with whom we do business to the same high standards as Tennant Company. Performing due diligence allows us to follow through on our commitment to act with Integrity in Every Moment by partnering with organizations and individuals that operate under similar ethical principles.

### **Equitable pay**

Tennant recognizes that compensating our employees and providing workers reasonable

working hours are essential to meeting workers' basic needs. As such, we pay employees at least the required minimum wage, provide legally mandated benefits, and adhere to all applicable working hours and overtime compensation laws.

Tennant Company annually performs a gender wage gap for its United States employees that controls for title, grade and work location, which are legitimate and non-discretionary reasons for pay differences. The most recent assessment found that the mean total income for females was 99.9% of the mean total income for males, suggesting there is no evidence of a gender pay gap in the United States at Tennant Company.



## Investing in our communities

Tennant Company has a long-standing tradition of supporting organizations, programs, and individuals who share our commitment to creating a cleaner, safer, and healthier world. We are a proud participant of the [Minnesota Keystone Program](#). The Program promotes corporate philanthropy by acknowledging and honoring companies that donate at least 2% of their pre-tax U.S. earnings to charitable organizations.



In 2024, we refreshed our approach to corporate giving, investing over \$2 million in our communities to create a lasting impact.

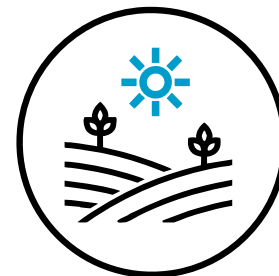
Our revitalized corporate giving strategy aligns with our *Thriving People. Healthy Planet.* sustainability framework and focuses on three key areas: workforce development, environmental sustainability, and fostering vibrant communities and shared spaces. Through strategic partnerships and targeted investments, Tennant Company is building upon its legacy of driving positive change and reinforcing its commitment to creating a cleaner, safer, and healthier world where people and communities thrive.

### New focus areas of Tennant Company's corporate giving:



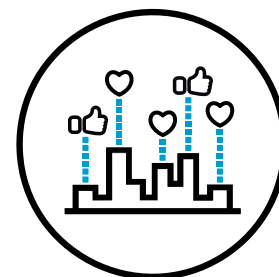
#### **Workforce development:**

Tennant is committed to empowering individuals through education, skills training, and workforce development programs that prepare people for meaningful careers. The Company will support initiatives that close the skills gap and create opportunities for people to thrive in an evolving economy.



#### **Environmental sustainability:**

As a leader in sustainable cleaning solutions, Tennant is dedicated to reducing its environmental footprint and helping others do the same. The Company will support projects that protect natural resources and support long-term environmental health and resilience.



#### **Vibrant communities and shared spaces:**

Tennant recognizes the importance of strong, vibrant communities and the shared spaces that bring people together. The Company will support programs that focus on revitalizing public spaces, promoting access to safe and clean environments, and fostering community engagement.

## 2024 Tennant Company community giving

Fiscal year ended December 31, 2024

### Tennant Foundation giving

|                                      |           |
|--------------------------------------|-----------|
| Community grants                     | \$940,000 |
| Employee gift and volunteer matching | \$52,353  |
| Support for ERGs                     | \$50,000  |

|  |                    |
|--|--------------------|
| <b>Total Tennant Foundation giving</b> | <b>\$1,042,353</b> |
|--|--------------------|

### Tennant Company corporate philanthropy

|   |           |
|---|-----------|
| Employee volunteerism and in-kind contributions | \$236,869 |
| Equipment donations                             | \$34,176  |
| Scholarship program                             | \$164,280 |
| Signature partnerships                          | \$500,000 |
| Other contributions                             | \$66,688  |

|                                     |                    |
|-------------------------------------|--------------------|
| <b>Total corporate philanthropy</b> | <b>\$1,002,013</b> |
|-------------------------------------|--------------------|

|                     |                    |
|---------------------|--------------------|
| <b>TOTAL GIVING</b> | <b>\$2,044,366</b> |
|---------------------|--------------------|



### Tennant Foundation giving

The Tennant Company Foundation has been investing in initiatives that drive meaningful change since its establishment in 1972. The Foundation’s ongoing initiatives include:

- **Community grant program:** Two annual grant cycles, where eligible organizations can apply for grants to support their initiatives. Organizations may apply [online](#).
- **Employee matching programs:** A monetary match of employee gifts of time and treasure to eligible organizations in the United States through our employee gift and volunteer matching programs.
- **Support for employee resource groups:** Funding will be provided to Employee Resource Groups (ERGs) to support the nonprofit organizations with which they partner.

### Tennant Company corporate philanthropy

In addition to Foundation-driven initiatives, our corporate philanthropy efforts include:

- **Employee volunteerism:** Events organized by our employees for our employees to participate in, including park and public space clean-ups, Habitat for Humanity builds, and meal packaging and delivery.
- **Equipment donations:** The [donation of equipment](#) to eligible nonprofit organizations.
- **Scholarship program:** An annual global scholarship program that provides financial support to the eligible children of our employees, helping them pursue higher education.
- **Signature partnerships & other in-kind contributions:** Additional in-kind support that aligns with our focus areas of workforce development, environmental sustainability, and vibrant communities.



## Signature partnerships

Tennant Company's signature partnerships amplify our corporate giving strategy by collaborating with organizations that share our vision for a cleaner, safer, and healthier world. Through larger, strategic investments, we aim to drive measurable impact and create lasting positive change in the communities we serve.

In 2024, we became corporate sponsors for the [Habitat for Humanity Carter Work Project](#). Our \$250,000 sponsorship supported the construction of affordable homes in the Minneapolis–St. Paul, MN, area and across the country. Tennant employees volunteered at several building events to further support Habitat for Humanity in providing safe and stable housing for families in need.

We also established a partnership with the [American Red Cross as a Disaster Responder Program member](#).

In 2024, Tennant made a \$250,000 donation, half of which was directed to support the activities of the American Red Cross and half allocated to international Red Cross and Red Crescent partner agencies. Additionally, Tennant made a \$20,000 contribution to flood relief efforts in Spain.

Through these initiatives and partnerships, Tennant Company is proud to be a catalyst for positive change, driving progress in the communities we serve. Our ongoing commitment to corporate giving reflects our belief that, together, we can create a more sustainable and thriving world for current and future generations.

## Impact area: shared spaces

Cleaning is not just what we do, it is the core of who we are. For more than 150 years, Tennant Company has been at the forefront of innovation, delivering solutions that positively impact shared spaces worldwide. Our cleaning solutions play a vital role in maintaining the health, safety, and quality of shared spaces in communities around the globe. We recognize the importance of these spaces in fostering connection, productivity, and well-being of those who rely on them. By collaborating closely with our customers and stakeholders, we continually reinvent how the world cleans, offering innovative machines, technologies, and solutions designed to improve the spaces where people live, work, and gather.

### Delivering on our purpose

Tennant products are everywhere – from bustling commercial environments and complex industrial settings to schools, hospitals, warehouses, and public spaces. Our innovative cleaning solutions are designed to make a meaningful impact where it matters most.

We believe that clean shared spaces are essential to supporting the well-being, productivity, and safety of people everywhere. Our purpose is rooted in the understanding that shared spaces are vital to thriving communities. By maintaining these spaces to the highest standards of cleanliness, we ensure that



people can work, learn, heal, and connect in healthier environments. Whether it's providing safe, hygienic conditions in a hospital, fostering productive learning environments in schools, or maintaining efficiency in factories and warehouses, Tennant products empower our customers to deliver better results.

Through our *Thriving People. Healthy Planet.* sustainability framework, we are advancing our mission to create cleaner, healthier, and safer environments for all. We know that achieving this vision requires not only innovation but also collaboration. That's why we continually seek to understand the evolving needs of our customers and the broader impact of our solutions on the spaces we serve.

To further align our efforts, we've set an ambitious goal: to enable the cleaning of 63.5 trillion square feet of shared spaces by 2030 in partnership with our customers (Table 5). Utilizing our methodology

for calculating the greenhouse gas emissions from the use of our products, we can determine the total square feet our products enable our customers to clean. This target reflects more than just a number; it represents our commitment to helping communities benefit from shared spaces that are cleaned more sustainably, efficiently, and effectively.

We remain on track toward this ambitious goal. In 2024 the total square feet cleaned across our shared spaces in partnership with our customers decreased compared to the previous year. This decline is driven by a reduction in sales of larger, industrial machines. Sales of these units were unusually high in 2023 due to fulfillment of delay orders caused by prior supply chain disruptions, creating a notable year-to-year variance of these machines. Despite this variance, we achieved our 2024 target and continue to make progress toward our 2030 goal. Together with our customers, we are redefining what it means to care for the spaces we all share. By elevating the standard for clean spaces, we help create a cleaner, healthier, and safer world for everyone.

Table 5 **Goal: to enable the cleaning of 63.5 trillion squared feet across our shared spaces by 2030**

|  | 2024 | 2023 | 2022 | Unit                  |
|--|------|------|------|-----------------------|
| Square feet cleaned across our shared spaces in partnership with our customers | 8.8  | 9.7  | 8.7  | Trillion squared feet |



# Healthy Planet

We have built a culture that strives to leave things better than they were, and we are proud of our legacy of stewardship.

Our *Healthy Planet.* pillar puts forth areas where we can build upon our industry leadership in environmentally sustainable cleaning solutions. It also considers new ways we can address global challenges, drive change, and minimize our impact on the natural environment through our products and operations while helping our customers achieve their sustainability goals. Within *Healthy Planet.*, we focus on three impact areas: climate & energy, water & chemical use, and circular products & waste.

Photo by Malisa Lieser, Tennant employee

Our *Healthy Planet.* pillar contributes to these United Nations Sustainable Development Goals (UN SDGs):



## Impact area: climate & energy

Climate change is the most pressing challenge facing the global community, and we recognize the critical importance of reducing our climate impact through a science-based approach. We view this work not only as a responsibility but an opportunity to build resilience across our business. We are committed to substantially reducing greenhouse gas (GHG) emissions across our operations, products, and supply chain. Our climate initiatives drive innovation as our customers seek lower-emission products, employees voice concerns about climate change, and investors seek transparency on climate-related risks and opportunities.

### Net-zero by 2040

Tennant is leading the way in the cleaning equipment industry with our net-zero by 2040 targets. These targets have been validated by the Science Based Targets initiative (SBTi) and ensure that our approach is aligned with the latest climate science. We are striving to reduce greenhouse gas emissions from our operations, the use of our sold products, and across our supply chain by 90% by 2040.

To ensure that we are making meaningful and measurable progress toward this long-term net-zero commitment, we have two near-term targets:

- Reduce absolute scope 1 and 2 emissions 45% by 2030
- Reduce scope 3 emissions from product use 45% by 2030

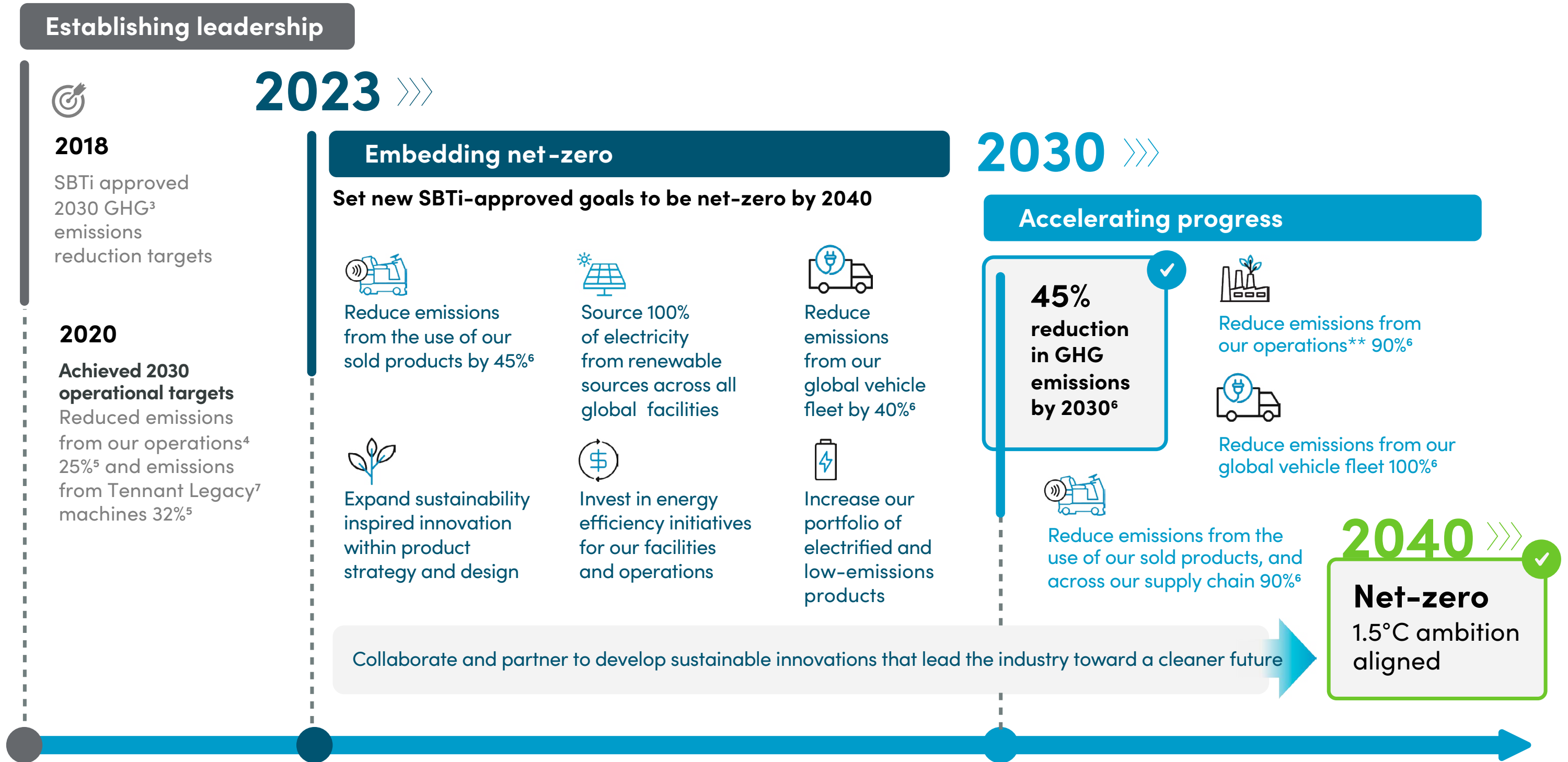


To achieve these ambitious targets, we aim to source renewable electricity, eliminate vehicle fleet emissions, continue to invest in energy efficiency, and partner with our customers to drive down the emissions from the use of our products through innovations.



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Figure 6 **Our roadmap to net-zero**

<sup>3</sup>Greenhouse gas emissions | <sup>4</sup>Scopes 1 and 2 | <sup>5</sup>2016 baseline year | <sup>6</sup>2021 baseline year | <sup>7</sup>Tennant Legacy is defined as Tennant Company before the IPC acquisition in 2017 and Gaomei acquisition in 2019.





Scope 1 and Scope 2 emissions increased in 2024 compared to 2023, primarily due to higher energy consumption in our buildings and operations as well as increased fuel use across our global vehicle fleet. As a result, progress toward our 2030 Scope 1 & 2 emissions reduction goal, to reduce emissions 45% from our 2021 base year, is currently off track (Progress Report). However, emissions remain below our 2021 base year levels, reflecting our continued progress toward long-term reduction goals (Table 6). In 2024, the total renewable energy purchased and produced represents 92% of the Company’s total

Table 6 **Near-term net-zero target: reduce scope 1 & 2 GHG emissions 45% by 2030<sup>8</sup>**

| Scope 1 and 2 GHG emissions   | 2024   | 2023 <sup>9</sup>   | 2022   | 2021 base year | Unit       |
|---|--------|---------------------|--------|----------------|------------|
| Scope 1 GHG emissions   | 23,937 | 22,848 <sup>9</sup> | 23,237 | 24,105.6       | mT CO2e    |
| Scope 2 (market-based) GHG emissions                                    | 947    | 1,928 <sup>9</sup>  | 1,357  | 1,903.6        | mT CO2e    |
| Combined scope 1 and 2 (market-based) GHG emissions                     | 24,884 | 24,776 <sup>9</sup> | 24,594 | 26,009.2       | mT CO2e    |
| Change in scope 1 and 2 (market-based) GHG emissions from 2021 baseline | -4%    | -5% <sup>9</sup>    | -5%    | -              | Percentage |

Table 7 **Goal: source 100% of global electricity from renewable sources<sup>8</sup>**

|                             | 2024   | 2023 <sup>9</sup> | 2022   | 2021   | 2020   | 2019   | Unit       |
|-----------------------------|--------|-------------------|--------|--------|--------|--------|------------|
| Renewable electricity       | 22,027 | 19,497            | 21,177 | 23,059 | 20,362 | 15,253 | MWh        |
| Total electricity used      | 23,953 | 24,056            | 23,871 | 26,057 | 25,367 | 28,332 | MWh        |
| % of total electricity used | 92%    | 81%               | 89%    | 88%    | 80%    | 54%    | Percentage |

<sup>8</sup>Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard  
<sup>9</sup>Reference GRI disclosure 2-4 for restatement information

electricity consumption (Table 7). We increased our renewable energy production by investing in on-site solar panels at our manufacturing plants in Italy, several of which were operational in 2024. We also sourced renewable energy by purchasing energy attribute certificates (EAC). We purchased Renewable

Energy Credits (RECs), International Renewable Energy Credits (I-RECs), and Guarantees of Origin (GOs) for electricity consumption at multiple facilities, including our operations in the United States, Canada, Brazil, Mexico, Italy, the Netherlands, Norway, the UK, Belgium, France, Spain, and Germany.



In 2024, GHG emissions from our global vehicle fleet increased compared to the previous year, primarily due to an increase in the number of vehicles and higher fuel consumption across our sales and service vehicles (Table 8). As a result, progress toward our 2030 fleet emissions reduction goal, to reduce emissions 40% from our 2021 base year, is currently off track (Progress Report). However, emissions remain below 2021 base year levels, indicating an overall downward trajectory (Table 8).

We remain firmly committed to achieving our climate goals and are working across our global operations to identify and implement opportunities that reduce emissions and costs while enhancing operational efficiency. Our global fleet management teams continue to lead these efforts by updating fleet management policies and expanding the use of hybrid, low-emission, and electric vehicles. These lower-emission vehicles are now deployed in several countries, including Mexico, Belgium, France, the Netherlands, Portugal, and the United Kingdom.

In 2024, GHG emissions associated with the use of sold products (Scope 3, Category 11) decreased compared to the previous year (Table 9). This reduction was driven by a global shift toward lower-emission electricity sources, which improved the emissions factors used in our calculations. Additional contributing factors included a decline in sales of internal combustion engine (ICE) and larger industrial machines. Sales of these units were unusually high in 2023 due to fulfillment of delay orders caused by prior supply chain

disruptions, creating a notable year-to-year variance of these machines.

Customer demand for lower-emission products, including electric and battery-powered machines, continues to grow, and we are responding by expanding these offerings across our portfolio. Internally, we are advancing sustainability in our product development processes and embedding it more deeply into our overall product strategy. These efforts are aimed at reducing lifecycle emissions and ensuring our solutions help customers meet their own sustainability goals.

Table 8 **Goal: reduce global fleet emissions 40% by 2030<sup>8</sup>**

|  | 2024   | 2023   | 2022   | 2021 base year | Unit                 |
|--|--------|--------|--------|----------------|----------------------|
| <b>Global fleet emissions</b>                              | 15,350 | 14,389 | 14,903 | 15,605         | mT CO <sub>2</sub> e |
| <b>Change in global fleet emissions from 2021 baseline</b> | -2%    | -8%    | -4%    | -              | Percentage           |

Table 9 **Near-term net-zero target: reduce scope 3, category 11, use of sold products GHG emissions 45% by 2030<sup>8</sup>**

|  | 2024    | 2023    | 2022    | 2021 base year | Unit                 |
|--|---------|---------|---------|----------------|----------------------|
| <b>Scope 3, category 11 GHG emissions</b>                              | 411,229 | 473,784 | 477,149 | 515,997        | mT CO <sub>2</sub> e |
| <b>Change in scope 3, category 11 GHG emissions from 2021 baseline</b> | -20%    | -8%     | -8%     | -              | Percentage           |

<sup>8</sup>Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard

Recognizing that our impact extends beyond our direct operations, we are committed to partnering with our customers and suppliers to reduce emissions across our value chain. As part of our net-zero by 2040 target development and validation process, we assessed our Scope 3 emissions across all 15 categories of the value chain, including both upstream and downstream sources, and determined a materiality threshold. The materiality of each category will be reassessed at least once every five years. Table 10 details our 2024 Scope 3 inventory. Reducing value chain emissions requires collaboration with suppliers, customers, and other stakeholders. We actively engage with our customers to improve efficiency, reduce emissions, and promote sustainable practices.

For more information regarding our greenhouse gas calculation methodology and policies, please refer to our Greenhouse Gas (GHG) Emissions Statement for the Year Ended December 31, 2024, and our most recent CDP Climate Response, which is publicly available on our [investor website](#). Deloitte & Touche LLP performed a review relating to the specified information in the Greenhouse Gas (GHG) Emissions Statement for the Year Ended December 31, 2024.

Table 10 **Scope 3 GHG emissions inventory**<sup>8</sup>

|   | Scope 3 Category                              | 2024              | 2023                | 2022           | 2021           | Unit           | Scope 3 (%) | Materiality <sup>10</sup>    |
|---|---|-------------------|---------------------|----------------|----------------|----------------|-------------|------------------------------|
| UPSTREAM  | 1: Purchased goods and services               | 168,060           | 148,202             | 129,015        | 155,795        | mT CO2e        | 26.5%       | Material, calculated         |
|   | 2: Capital goods                              | 4,873             | 4,160               | 2,463          | 723            | mT CO2e        | 0.8%        | Not material, calculated     |
|   | 3: Fuel- and energy-related                   | –                 | –                   | –              | –              | –              | –           | Not material, not calculated |
|   | 4: Upstream transportation and distribution   | 43,876            | 65,274 <sup>9</sup> | 85,826         | 33,515         | mT CO2e        | 6.9%        | Material, calculated         |
|   | 5: Waste generated in operations              | 548 <sup>11</sup> | 1,026               | 604            | 71             | mT CO2e        | 0.1%        | Not material, calculated     |
|   | 6: Business travel                            | 3,122             | 2,495               | 4,146          | 1,037          | mT CO2e        | 0.5%        | Not material, calculated     |
|   | 7: Employee commuting                         | 2,470             | 2,201               | 5,865          | 10,764         | mT CO2e        | 0.4%        | Not material, calculated     |
|   | 8: Upstream leased assets                     | –                 | –                   | –              | –              | –              | –           | Not material, not calculated |
| DOWNSTREAM  | 9: Downstream transportation and distribution | –                 | –                   | –              | –              | –              | –           | Not material, not calculated |
|   | 10: Processing of sold products               | –                 | –                   | –              | –              | –              | –           | Not material, not calculated |
|   | 11: Use of sold products                      | 411,299           | 473,784             | 477,149        | 515,997        | mT CO2e        | 64.84%      | Material, calculated         |
|   | 12: End-of-life treatment of sold products    | –                 | –                   | –              | –              | –              | –           | Not material, not calculated |
|   | 13: Downstream leased assets                  | –                 | –                   | –              | –              | –              | –           | Not material, not calculated |
|   | 14: Franchises                                | –                 | –                   | –              | –              | –              | –           | Not material, not calculated |
|   | 15: Investments                               | –                 | –                   | –              | –              | –              | –           | Not material, not calculated |
| <b>Combined material and calculated scope 3 emissions</b> |   | <b>634,179</b>    | <b>697,142</b>      | <b>705,068</b> | <b>717,902</b> | <b>mT CO2e</b> | <b>100%</b> |                              |

<sup>8</sup>Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard

<sup>9</sup>Reference GRI disclosure 2-4 for restatement information

<sup>10</sup>Materiality based on 1% threshold relative to total scope 3 emissions inventory. Not material, calculated categories are relevant to other strategic priorities.

Not calculated categories were determined to be not relevant due to the nature of the Company and its business activities

<sup>11</sup>In alignment with our goal to establish baselines for our manufacturing facilities, only waste from the six facilities where we have completed this process is included in this report

## Impact area: water & chemical use

Water is a critical and finite resource, with growing global concerns around access, quality, and climate-related impacts. At Tennant, we are committed to reducing water and chemical use in our operations and through our products. Our innovative technologies including eco-mode, adjustable solution flow, and **ec-H2O NanoClean®** are designed to deliver effective cleaning while using less water and fewer chemicals. By using resources more efficiently, these solutions support responsible water use and help create safer environments for our customers and communities. We will continue to advance water stewardship and help our customers achieve their sustainability goals through ongoing innovation.

### Operational water use

In 2024, in collaboration with our global facilities and operations teams, we implemented a standardized process for collecting water consumption data across our organization. Our initial goal was to establish water baselines at three of our manufacturing facilities. Through strong cross-functional collaboration and enhanced data collection efforts, we significantly exceeded this target by establishing water baselines at all 11 manufacturing sites (Table 11). Additionally, we expanded this initiative to include several other significant facilities, including recondition, distribution, and service centers as well as office buildings.

This comprehensive approach ensures water consumption data is systematically tracked, providing the opportunity to better understand the impact of our global operations on water withdrawals, access, and quality in the communities where we operate, as well as providing us with critical insights to identify opportunities for reduction.

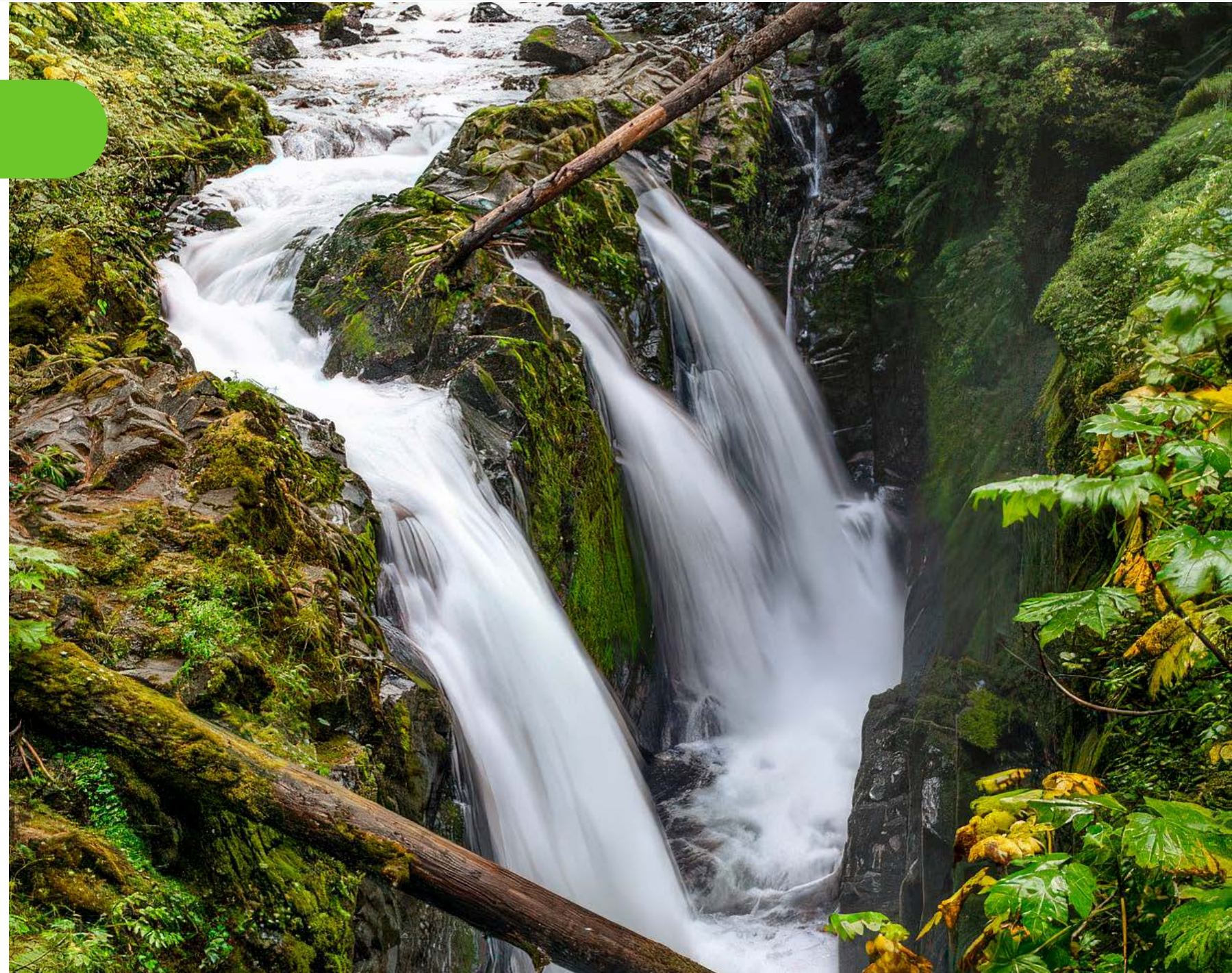


Photo by Sarah Mauragis, Tennant employee

Table 11 **Goal: Establish water baselines for our manufacturing facilities**

|   | 2024 | 2023 | Unit   |
|---|------|------|--------|
| Number of manufacturing facilities with established water baselines | 11   | 0    | Number |

## Impact area: circular products & waste

Tennant Company has a long history of innovation and creating solutions that help our customers improve and clean the spaces we all share. We are committed to offering sustainable solutions that help our customers clean spaces more effectively and efficiently while assisting them to achieve their sustainability goals. Our products are what make us stand out. We will continue to design our products with an enhanced focus on repair, serviceability, and recovery of materials as well as adapt our manufacturing processes to reduce waste, helping to close the loop on the life cycle of our products.

### Circular products

Tennant strives to offer products that provide measurable sustainability improvements. We already provide electrically powered equipment that reduces greenhouse gas emissions compared to internal combustion engines. Additionally, we offer water management solutions that reduce the water needed for cleaning and technology that eliminates the need for detergents in the cleaning process. Our reconditioned equipment program helps close the loop on our products' life cycle, and we manufacture products incorporating recycled materials to minimize reliance on virgin raw materials. Each year, Tennant invests approximately 3% of sales into research and development to drive innovations that advance our industry, including autonomous mobile robots and further embedding circularity, repairability, and end-of-life care into our products.



Figure 7 **Tennant product sustainability themes**

Incorporating sustainability into our product development process has been a core element of our product strategy. We continuously strive to improve this process by strengthening how we embed sustainability considerations throughout the product life cycle and goal-setting process. Through analyzing customer inquiries and product impact data, we have identified five core themes where our machines can drive the greatest reductions in environmental impact across their life cycle (Figure 7).



We have embedded these themes into both our product line strategies and our innovation process. Recognizing that developing new technologies requires additional time and resources beyond standard product development, we established a sustainability vector within our innovation framework. This ensures dedicated resources for advancing sustainable technologies that will be integrated into future products. Through these efforts, Tennant remains committed to driving sustainability improvements across our product portfolio and supporting our customers in meeting their environmental goals.

We design our products for durability and to extend their useful life. Our **RECON program** has provided customers with reconditioned equipment for decades,

contributing to a circular economic model by reducing waste and extending product life cycles.

Reconditioning begins when used machines return through a buy-back or trade-in program. Machines are assessed and are either dismantled for recycling or refurbished for resale to one of three levels of reconditioning to restore quality and functionality. Machines are thoroughly inspected, worn components are replaced, and each unit undergoes a comprehensive quality check before being delivered with tier-appropriate labor and parts warranties. We operate reconditioning facilities in multiple locations worldwide, including Canada, the United States, Spain, Brazil, Mexico, and Australia.

In response to increasing customer demand for lower-emission products and greater transparency,

we obtained **ISO 14067 certification with a third-party assurance provider for numerous IPC scrubber dryer machines**. These machines are equipped with onboard telematics that allow customers to track carbon emissions on a per-use basis, empowering them to design cleaning programs that reduce environmental impact. To further enhance our product sustainability insights, we conducted comprehensive life-cycle assessments (LCAs) for the Tennant T17 and T500 machines in partnership with a third-party expert. These assessments provide detailed information that allows us to calculate and better understand the impacts of our products from production through end-of-life. This data enables our engineering teams to better understand emissions-intensive use cases and make informed design decisions that could reduce overall environmental impact from the use of our products. Integrating this data into our product design and engineering processes—and sharing it with our customers—is a critical step in helping them achieve their own sustainability goals.

Several of our IPC products also have ReMade in Italy® initiative certifications. This environmental product certification verifies the percentage of recycled material (or by-products) contained in a specific material, semi-finished product, or finished product. This program promotes the reuse and recycling of materials in Italian manufacturing.

## Waste

At Tennant Company, we are committed to continuously adapting our operational and manufacturing processes to reduce waste. In 2024, we advanced our waste management initiatives by focusing on better data and targeted reduction efforts.

We expanded waste data collection and established baselines at six manufacturing facilities (Table 12). This strengthened our ability to monitor waste generation and diversion, aligning with global best practices and enhancing visibility into our waste streams.

This comprehensive approach enables us to identify new reduction opportunities, increase recycling, and support continuous improvement across our global operations. In 2024, we diverted an estimated 3,166 metric tonnes of materials from landfill through recycling, reuse, and other diversion strategies. In alignment with our goal to establish baselines for our manufacturing facilities, only waste from the six facilities where we have completed this process is included in this report. Figure 8 provides additional details on the types of waste generated at these facilities.

Our commitment to operational excellence is also reflected in our pursuit of internationally recognized standards. Many of our facilities are certified to ISO 9001 (Quality Management Systems) (Figure 1), ensuring consistent processes that reduce defects and minimize waste. Additionally, several facilities maintain ISO 14001 (Environmental Management Systems) (Figure 1) certification, which provides a structured approach to managing environmental impacts, including waste reduction, resource efficiency, and regulatory compliance.

These certifications drive accountability and continuous improvement, reinforcing our goal to reduce operational waste while delivering high-quality products and services. More information can be found on our [Commitment to Quality web page](#).

Figure 8 **Waste by material type**

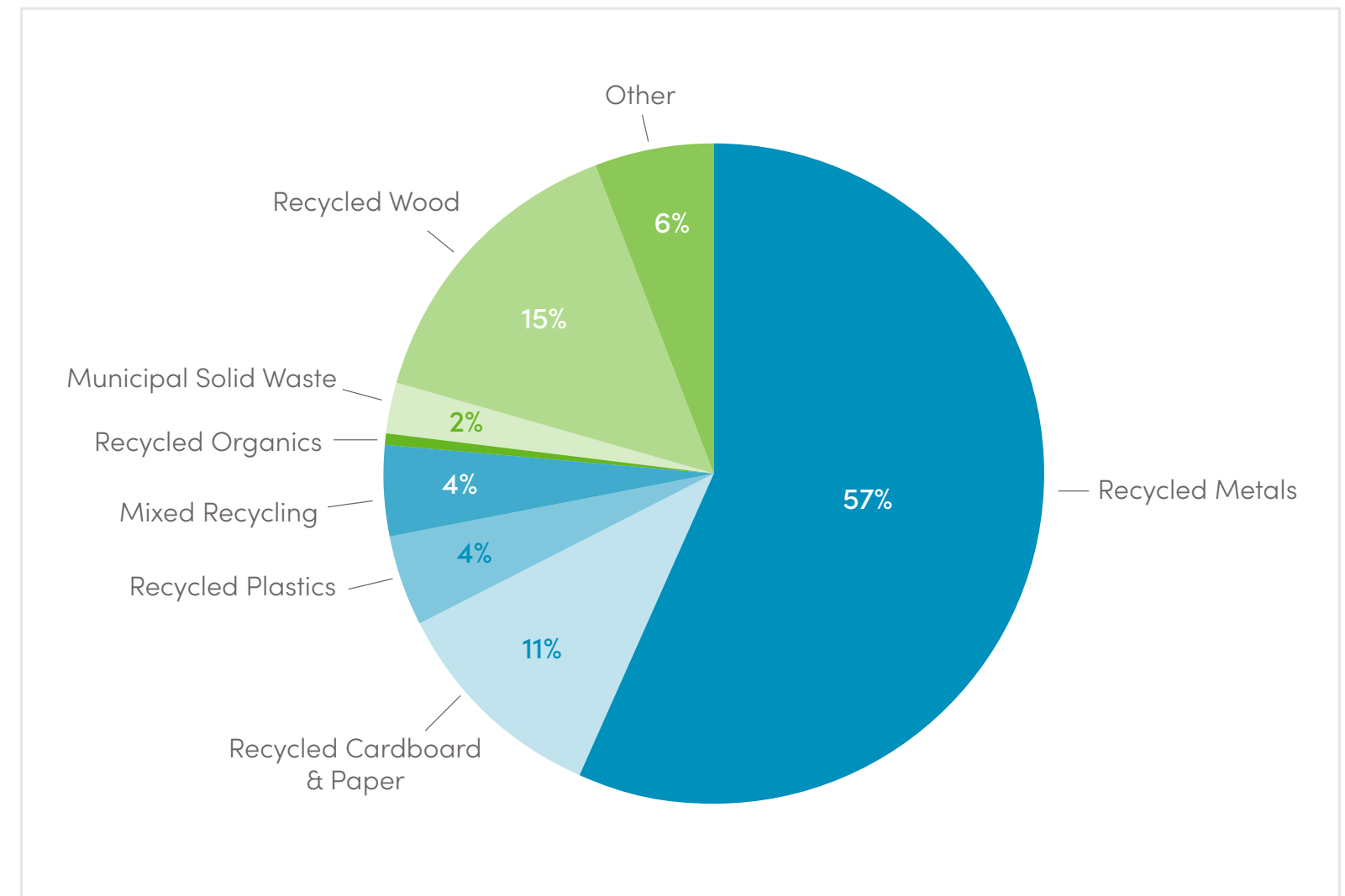


Table 12 **Goal: Establish waste baselines for our manufacturing facilities**

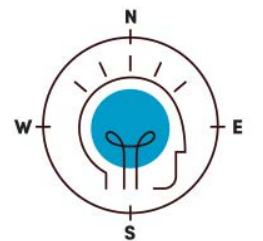
|   | 2024 | 2023 | Unit   |
|---|------|------|--------|
| Number of manufacturing facilities with established waste baselines | 6    | 0    | Number |



# Ethics & integrity

At Tennant Company, we believe ethics and integrity go together. We regularly educate our employees on our standards and expectations, embedding integrity-based decision-making in our work and enhancing our culture of ethics as a company. We recognize that everyone learns differently, and this program embraces varying mediums designed to engage employees while empowering them to learn at their own pace. Our Ethics and Corporate Compliance program is based on the principle of Integrity in Every Moment.

**ETHICS & CORPORATE COMPLIANCE**  
INTEGRITY IN EVERY MOMENT





## Our code of conduct

Tennant Company has built its reputation as an ethical company. Our customers and partners have grown to trust that we will conduct business fairly, ethically, and honestly. Our Code of Conduct provides the foundation that guides our decisions and behaviors as a global business. It applies to all our employees, officers, and members of our Board of Directors. We also expect all individuals and organizations that partner with Tennant Company or do business on our behalf to act in accordance with our values and our commitment to integrity.

Our **Code of Conduct** is a reflection of our values and principles that provide comprehensive guidance for daily challenges with resources to help along the way. We believe in treating people fairly, with dignity and respect, while communicating accurately and honestly. We believe in acting responsibly and professionally as a company. We believe building business relationships on a foundation of trust and operating with integrity sets us apart. We believe that we can support our vision to create a cleaner, safer, healthier world by how we treat people, how we build business relationships, how we act responsibly and professionally, how we communicate accurately and honestly, and how we enhance our communities.

Built into our Code are concepts that help us educate the enterprise on our standards and expectations, embed desired behaviors into how we accomplish our goals through integrity-based decision making,

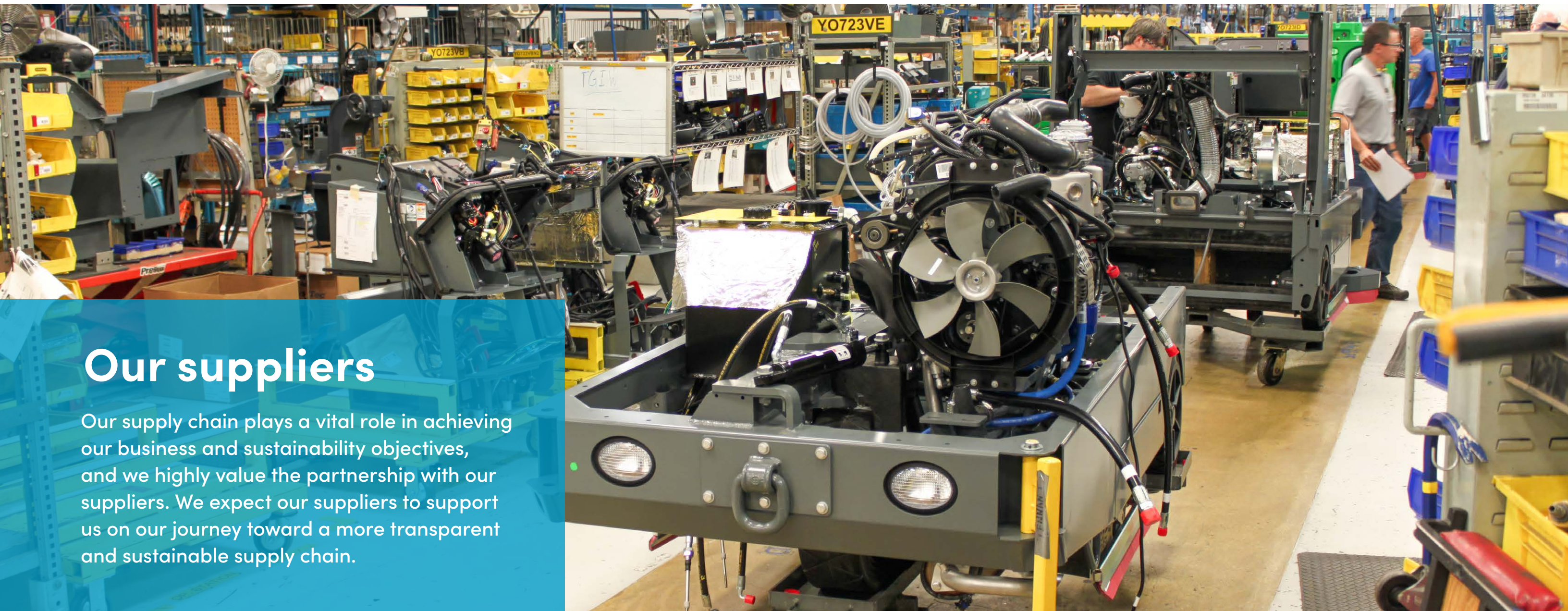


and enhance our culture of ethics. We refer to these concepts as Know It – Show It – Grow It. How we demonstrate Integrity in Every Moment:

- **Know It** – We understand what’s expected and what Tennant Company stands for. We are familiar with the Code guidance and related policies and procedures. We can handle situations with confidence by knowing what’s right.
- **Show It** – We turn knowledge into action by consistently demonstrating ethical behaviors. Our commitment to integrity is reflected in the way

we accomplish our daily responsibilities. Through our behavior, we further Tennant Company’s reputation as an ethical company.

- **Grow It** – We contribute to a larger global vision, one that builds on our stewardship legacy. We take action to leave things better than we found them. We stay current with the changing landscape of risks, regulatory demands, and company policies, particularly those that are applicable to our specific role, location, and function.



## Our suppliers

Our supply chain plays a vital role in achieving our business and sustainability objectives, and we highly value the partnership with our suppliers. We expect our suppliers to support us on our journey toward a more transparent and sustainable supply chain.

A fundamental concept within our *Thriving People* pillar is positively impacting the lives of those we engage with, both internally and externally, including our supply chain. As part of our strategy activation work, we established a cross-functional team dedicated to supplier engagement. This team governs our supplier interactions to advance our sustainability objectives.

In 2024, the team updated our **Supplier Core Expectations**, outlining critical requirements to become or remain a supplier of Tennant Company. These requirements encompass legal compliance, human rights, fair labor practices, and safe working conditions. Suppliers must comply with our zero-tolerance policies on forced labor, human trafficking, child labor, and discrimination. Additionally,

environmental responsibilities include reducing greenhouse gas emissions, managing hazardous substances, and promoting waste reduction and recycling. Ethical business practices such as anti-corruption, transparent reporting, and support for diversity, equity, and inclusion are also emphasized.

Our updated Supplier Core Expectations, Supplier Manual, and additional information are available on our [website](#). We expect our suppliers and their subcontractors to comply with all applicable laws and regulations and maintain just and decent working conditions, as outlined in our [Code of Conduct](#) and [Human Rights Policy](#). We also expect our suppliers to participate in trade compliance assessments and responsible material sourcing surveys, share diverse-owned business status information, and engage in other targeted activities to confirm compliance with our expectations.

Tennant is committed to conducting business ethically, guided by the United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs) and the local customs, laws, regulations, and charters governing its suppliers and customers. These expectations are based upon the United Nations Global Compact (UNGC), of which Tennant is a signatory, and the Responsible Business Alliance (RBA) Code of Conduct.

We will continue to further enhance transparency and accountability across our supply chain by working together with our suppliers, to create a more sustainable, ethical, and resilient supply chain that supports our broader sustainability ambitions. We recognize that our suppliers play a critical role in helping us achieve our business and sustainability goals, and we look forward to the meaningful difference we can make together.



# About this report

## Scope and reporting boundary

This 2025 (FY24) Sustainability Report was published in June 2025 and reflects the activities and initiatives undertaken during our 2024 fiscal year (January 1, 2024 – December 31, 2024). All quantitative data, unless otherwise stated, reflects the fiscal year 2024. This report leveraged the assistance of generative artificial intelligence in a limited capacity to support photo editing and initial drafting. All content was reviewed and finalized by Tennant Company team members.

Tennant Company is committed to transparent reporting and robust greenhouse gas (GHG) emissions accounting. Our methodologies align with globally accepted standards, including the Greenhouse Gas Protocol and the [Science Based Targets initiative's \(SBTi\) Net-Zero Corporate Standard](#).

Tennant applies the principle of operational control to define its GHG inventory boundaries in alignment with the [Greenhouse Gas Protocol's Corporate Standard](#). This approach ensures that emissions from facilities, vehicles, and equipment under Tennant's direct control are accounted for, while small facilities with minimal energy usage are excluded if they collectively account for less than 1% of total emissions. Significant structural changes such as acquisitions or divestitures are reviewed annually, and prior-year data is restated as necessary.

Transparent reporting is a cornerstone of Tennant's sustainability strategy. This section outlines our reporting approach, including the structure, frameworks, timeline, and boundaries that guide how we communicate our progress and priorities.

The reporting boundary for 2024 exhibits minor changes from that of 2023. In March 2024, Tennant Company acquired M&F Management and Financing GmbH (M&F), the parent company of TCS EMEA GmbH (TCS). Based in Austria, TCS is Tennant Company's largest Central and Eastern Europe distributor. The acquisition included TCS employees and several small office facilities and warehouses.

Based on an analysis of the facility ownership, rental, lease arrangements, and utility usage, we have

identified 50 facilities as material. All fleets in countries with direct sales and service presence are within the reporting boundary.

For more information regarding our greenhouse gas calculation methodology and policies, please refer to our Greenhouse Gas (GHG) Emissions Statement for the Year Ended December 31, 2024, and our most recent CDP Climate Response, which is publicly available on our [investor website](#).

*Photo by Alyssa Ennis, Tennant employee*



## UN Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) call on governments, businesses, and organizations to take action to address the urgent problems facing our world today. We value the vital role these goals play in promoting equitable, inclusive, and sustainable development. The UN SDGs served as source material for our materiality assessment and informed our new sustainability strategy. As participants in the United Nations Global Compact (UNGC), Tennant strives to contribute to the SDGs through our products and ways of working. We mapped the relevant goals to each pillar of our *Thriving People. Healthy Planet.* framework to demonstrate how we integrate these goals into our sustainability strategy and across our business.

### WE SUPPORT



By aligning our *Thriving People. Healthy Planet.* Framework with these SDGs, we not only contribute to these global priorities but also establish a clear framework for measuring our progress. Our *Thriving People. Healthy Planet.* progress report allows us to track and evaluate our performance against our established goals, ensuring that our efforts align with the SDGs and deliver tangible, measurable outcomes. This alignment strengthens our ability to understand our impact, refine our strategies, and drive continuous improvement toward creating a cleaner, safer, and healthier world.

Our *Thriving People.* pillar contributes to these SDGs:



Our *Healthy Planet.* pillar contributes to these SDGs:



# SUSTAINABLE DEVELOPMENT GOALS

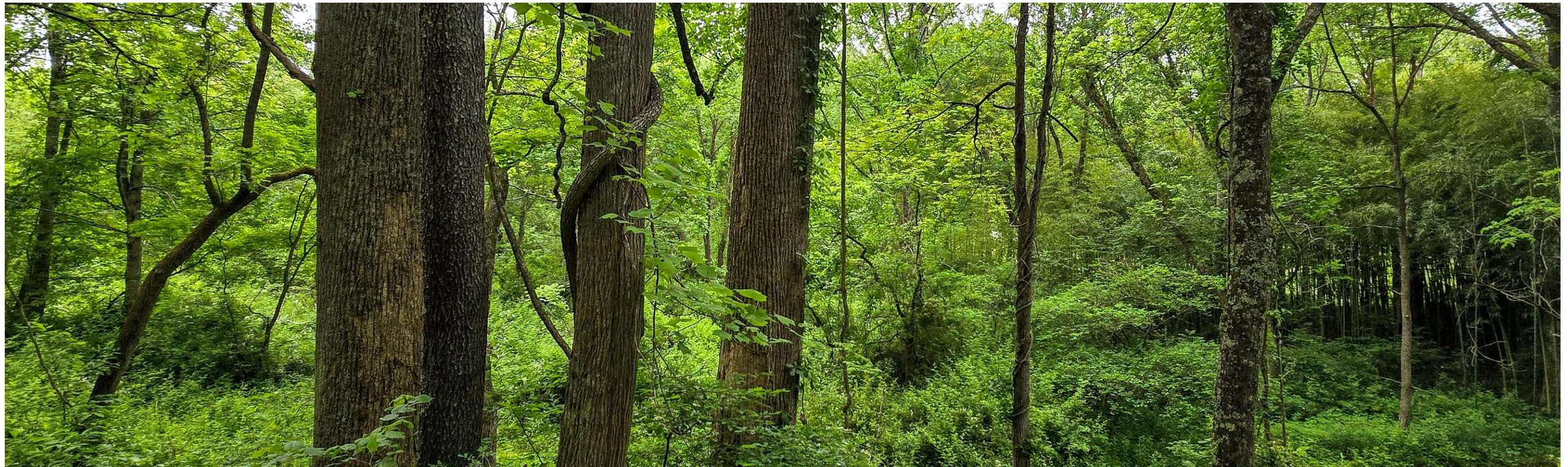
## Forward-looking statements

Certain statements in this document are considered forward-looking statements within the meaning of the Private Securities Litigation Reform Act. These statements do not relate to strictly historical or current facts and provide current expectations or forecasts of future events and are generally preceded or followed by or include the words targets, plans, goals, commitments, believes, expects, intends, will, likely, may or terms of similar substance. Any such expectations or forecasts of future events are subject to various factors that could cause actual results to differ. These include factors that affect all businesses operating in a

global market as well as matters specific to us and the markets we serve. Particular risks and uncertainties that may cause actual results to differ from our expectations include, but are not limited to, the risk that we will be unable to execute our sustainability strategy because of market or competitive conditions and economic, industrial, and governmental developments that may impact our operations. Information about other factors that could materially affect our results can be found in our 2024 Form 10-K. Shareholders, potential investors, and other readers are urged to consider these factors in evaluating

forward-looking statements and are cautioned not to place undue reliance on such forward-looking statements. We undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law. Investors are advised to consult any future disclosures by us in our filings with the Securities and Exchange Commission and in other written statements on related subjects.

If you have comments or concerns, please contact [SustainabilityReport@tennantco.com](mailto:SustainabilityReport@tennantco.com).



*Photo by Tony Heinen, Tennant employee*

# Index

## Environmental, social, and governance (ESG) metrics

| Metric  | 2024  | 2023                  | 2022                | 2021    | Notes         |         |
|---|---|-----------------------|---------------------|---------|---------------|---------|
| Environmental<br>Greenhouse gas emissions <sup>8</sup>                                  | Scope 1   | 23,937 <sup>12</sup>  | 22,848 <sup>9</sup> | 23,237  | 24,105.6      | mT CO2e |
|   | Scope 2 (location-based)                                      | 9,082 <sup>12</sup>   | 9,961 <sup>9</sup>  | 9,250   | 10,202        | mT CO2e |
|   | Scope 2 (market-based)  | 947 <sup>12</sup>     | 1,928 <sup>9</sup>  | 1,357   | 1,903.6       | mT CO2e |
|   | Scope 3, Category 1, purchased goods and services             | 168,060 <sup>12</sup> | 148,202             | 129,015 | 155,795       | mT CO2e |
|   | Scope 3, Category 2, capital goods                            | 4,873                 | 4,160               | 2,463   | 723           | mT CO2e |
|   | Scope 3, Category 4, upstream transportation and distribution | 43,876 <sup>12</sup>  | 65,274 <sup>9</sup> | 85,826  | 33,515        | mT CO2e |
|   | Scope 3, Category 5, waste generated in operations            | 548 <sup>11</sup>     | 1,026               | 604     | 71            | mT CO2e |
|   | Scope 3, Category 6, business travel                          | 3,122                 | 2,495               | 4,146   | 1,037         | mT CO2e |
|   | Scope 3, Category 7, employee commuting                       | 2,470                 | 2,201               | 5,865   | 10,764        | mT CO2e |
|   | Scope 3, Category 11, use of sold products                    | 411,229 <sup>12</sup> | 473,784             | 477,149 | 515,997       | mT CO2e |
| Renewable energy purchasing   | Renewable electricity   | 22,027                | 19,497 <sup>9</sup> | 21,177  | 23,059        | MWh     |
|   | % of total electricity used                                   | 92%                   | 81% <sup>9</sup>    | 89%     | 88%           |         |
| Total amount of waste recycled  | 3,166 <sup>11</sup>   | 7,576                 | 3,387               | 3,900   | metric tonnes |         |
| Total number of locations with ISO 9001 Quality management certification                | 16  | 16                    | —                   | —       |               |         |
| Total number of locations with ISO 14001 Environmental Management Systems certification | 9   | 8                     | 7                   | —       |               |         |

<sup>8</sup>Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard

<sup>9</sup>Reference GRI disclosure 2-4 for restatement information

<sup>11</sup>In alignment with our goal to establish baselines for our manufacturing facilities, only waste from the six facilities where we have completed this process is included in this report.

Figure 8 provides additional details on the types of waste generated at these facilities

<sup>12</sup>Deloitte & Touche LLP performed a review relating to the specified information in the [Greenhouse Gas \(GHG\) Emissions Statement for the Year Ended December 31, 2024](#)



| Metric  |  | 2024        | 2023        | 2022             | 2021      | Notes   |
|---|--|-------------|-------------|------------------|-----------|---|
| Total number of employees   |  | 4,632       | 4,457       | 4,299            | 4,263     |   |
| Total number of employees by gender   | Female   | 1,111       | 1,025       | 992              | 966       |   |
|   | Male   | 3,521       | 3,432       | 3,307            | 3,297     |   |
| Percentage of U.S. employees who identify as BIPOC                                    |  | 25.7%       | 25.4%       | 24.0%            | –         |   |
| Percentage of women in leadership positions globally                                  |  | 24.9%       | 23.0%       | 22.1%            | –         |   |
| Diversity of Board or Directors   | Female   | 3           | 3           | 3                | 3         |   |
|   | Male   | 6           | 6           | 6                | 6         |   |
|   | Total number of Board of Directors who identify as BIPOC | 2           | 2           | 2                | 2         |   |
|   | Total number of Board of Directors who identify as White | 7           | 7           | 7                | 7         |   |
| Tennant Foundation and corporate giving   |  | \$2,044,366 | \$1,130,958 | \$834,097        | \$880,425 | Includes sum of employee gift matching, grant disbursements, scholarship program, and equipment and inventory donations |
| Safety (TRIR)<br>Total recordable incident rate                                       | Operations   | 1.5         | 1.41        | 1.19             | 1.83      |   |
|   | NA TSSC <sup>13</sup>                                    | 5.00        | 2.49        | 1.46             | 1.9       |   |
| DART rate<br>Days away, rest and transfer rate  | Operations   | 0.37        | 0.77        | 0.5 <sup>3</sup> | 0.7       |   |
|   | NA TSSC <sup>13</sup>                                    | 3.20        | 1.97        | 1.05             | 0.95      |   |
| Total number of locations with ISO-45001 Occupational health and safety certification |  | 6           | 6           | –                | –         |   |
| Global new hire rate  |  | 20%         | 22%         | 38%              | 26%       |   |
| Global turnover rate  |  | 17%         | 17%         | 19%              | 22%       |   |
| Average number of training hours per total employee                                   |  | 2.9         | 9           | 15               | 7         |   |
| Percentage of employees covered by a collective bargaining agreement                  |  | 30%         | 31%         | 32%              | 19%       | 2021 data does not include Italy  |
| Annual total compensation ratio   |  | 96:1        | 98:1        | 79:1             | 89:1      |   |
| Number of employees who took parental leave   |  | 184         | 194         | 186              | 146       |   |

<sup>13</sup>Tennant Sales and Service Company





| Metric                         |  | 2024      | 2023   | 2022   | 2021   | Notes  |
|--------------------------------|--|-----------|--------|--------|--------|--|
| Company ethics                 | Number of ethic hotline reports              | 18        | 20     | 3      | 16     |  |
|                                | Percent of ethic hotline reports closed      | 100%      | 90%    | 100%   | 100%   |  |
|                                | Average days ethics hotline reports are open | 31        | 25     | 23     | 50     |  |
| ISS ratings                    | ESG  | C         | C      | C      | C      |  |
|                                | Environmental                                | 5         | 3      | 3      | 3      |  |
|                                | Social                                       | 2         | 2      | 2      | 6      |  |
|                                | Governance                                   | 2         | 2      | 3      | 2      |  |
| Sustainalytics ESG Risk Rating |  | 21.8      | 23.2   | 23.54  | 24.11  |  |
| EcoVadis                       |  | Committed | Bronze | Bronze | Bronze | This score reflects our 2024 (FY23) EcoVadis assessment. In 2024, EcoVadis updated its scoring methodology, raising the thresholds for medal eligibility. Our most recent assessment, completed in 2025 for FY24, resulted in a Bronze Medal under the new criteria. |
| CDP Climate Program            |  | Pending   | A-     | A-     | A-     | As of the publication date of this report, Tennant Company has not yet received a score from CDP for our 2024 (FY23) Climate Change response. We will update our stakeholders once the score is made available.  |
| MSCI                           |  | A         | AA     | AA     | A-     |  |

Governance



## GRI index

Tennant Company uses the Global Reporting Initiative (GRI) Standards framework to guide the content disclosed in this report. The GRI standards create a common language for organizations to report on their sustainability impacts consistently

and credibly. This enhances global comparability, enabling organizations to be transparent and accountable.

| Disclosure Number | Disclosure Title   | Tennant Response  |
|-------------------|--|---|
| 2-1               | Organizational Details   | <a href="#">2024 Form 10-K pgs 5-10</a><br><a href="#">About Tennant Company</a>  |
| 2-2               | Entities included in the organization's sustainability reporting | <a href="#">2024 Form 10-K pg 16</a><br><a href="#">About Tennant Company</a>   |
| 2-3               | Reporting period, frequency and contact point                    | <a href="#">2024 Form 10-K pg 1</a><br><a href="#">About this report</a>  |
| 2-4               | Restatements of information                                      | In this report, Tennant Company has restated the data points listed below. These updates were made to ensure alignment with our internal reporting criteria and to enhance accuracy and transparency of our disclosures.<br><br>2023 Scope 1 emissions<br>2023 Scope 2 market-based emissions<br>2023 Scope 2 location-based emissions<br>2023 Scope 3 - category 4 emissions<br>2023 renewable electricity<br>2023 total electricity used<br>2023 percentage of global electricity sourced from renewable energy |
| 2-5               | External assurance   | Deloitte & Touche LLC provided limited assurance for our Scope 1, Scope 2, and Scope 3 (categories 1, 4, and 11) emissions per AICPA attestation standards.<br><a href="#">Assurance statement</a>  |
| 2-6               | Activities, value chain and other business relationships         | <a href="#">About Tennant Company</a><br><a href="#">2024 Form 10-K pgs 5-17</a>  |
| 2-7               | Employees  | <a href="#">About Tennant Company</a><br><a href="#">Table 3: Employee demographics</a><br><a href="#">2024 Form 10-K pgs 7-9</a>   |



| Disclosure Number | Disclosure Title  | Tennant Response  |
|-------------------|---|---|
| 2-9               | Governance structure and composition  | <a href="#">Governance Committee Charter</a><br><a href="#">2025 Proxy Statement</a> pg 22  |
| 2-10              | Nomination and selection of the highest governance body                     | <a href="#">2025 Proxy Statement</a> pgs 23-28  |
| 2-11              | Chair of the highest governance body  | <a href="#">2025 Proxy Statement</a> pg 15  |
| 2-12              | Role of the highest governance body in overseeing the management of impacts | <a href="#">Sustainability at Tennant</a><br><a href="#">Governance Committee Charter</a><br><a href="#">2025 Proxy Statement</a> pgs 19-20<br><a href="#">CDP Climate Response</a> |
| 2-13              | Delegation of responsibility for managing impacts                           | <a href="#">2025 Proxy Statement</a> pgs 19-23<br><a href="#">CDP Climate Response</a>  |
| 2-14              | Role of the highest governance body in sustainability reporting             | <a href="#">Governance Committee Charter</a>  |
| 2-15              | Conflicts of interest   | <a href="#">2025 Proxy Statement</a> pg 24  |
| 2-16              | Communication of critical concerns  | <a href="#">2025 Proxy Statement</a> pg 24  |
| 2-17              | Collective knowledge of the highest governance body                         | <a href="#">Governance Committee Charter</a><br><a href="#">2025 Proxy Statement</a> pgs 9-17<br><a href="#">CDP Climate Response</a>   |
| 2-18              | Evaluation of the performance of the highest governance body                | <a href="#">2025 Proxy Statement</a> pgs 22-23  |
| 2-19              | Remuneration policies   | <a href="#">2025 Proxy Statement</a> pgs 25-27, 32-50   |
| 2-20              | Process to determine remuneration   | <a href="#">2025 Proxy Statement</a> pgs 25-27, 32-50   |
| 2-21              | Annual total compensation ratio   | <a href="#">2025 Proxy Statement</a> pg 55<br>2024 Pay Ratio: 96:1 CEO Pay: \$5,135,239, the median of annual total compensation of all employees: \$53,461                         |
| 2-22              | Statement on sustainable development strategy                               | <a href="#">Our leadership</a><br><a href="#">Message from our CEO</a>  |
| 2-23              | Policy commitments  | <a href="#">Ethics &amp; integrity</a><br><a href="#">Code of conduct</a>   |



| Disclosure Number | Disclosure Title   | Tennant Response   |
|-------------------|--|--|
| 2-24              | Embedding policy commitments   | <a href="#">Governance</a>   |
| 2-25              | Process to remediate negative impacts  | <a href="#">Governance</a>   |
| 2-26              | Mechanisms for seeking advice and raising concerns                             | <a href="#">Ethics &amp; integrity</a><br><a href="#">Code of conduct</a>  |
| 2-27              | Compliance with laws and regulations   | In 2024 Tennant Company did not have any non-compliance incidents as it relates to environmental laws and regulations.   |
| 2-28              | Membership associations  | <a href="#">CDP Climate Response</a>   |
| 2-29              | Approach to stakeholder management   | <a href="#">Table 1: Stakeholder engagement</a>  |
| 2-30              | Collective bargaining agreements   | <a href="#">Social impact</a><br><a href="#">Tennant Company Human Rights Policy</a>   |
| 3-1               | Process to determine material topics   | <a href="#">About this report</a>  |
| 3-2               | List of material topics  | <a href="#">Figure 3: Materiality matrix</a>   |
| 3-3               | Management of material topics  | <a href="#">About this report</a>  |
| 201-1             | Direct economic value generated and distributed                                | <a href="#">2024 Form 10-K</a> pgs 18-78   |
| 201-2             | Financial implications and other risks and opportunities due to climate change | <a href="#">CDP Climate Response</a>   |
| 201-3             | Defined benefit plan obligations and other retirement plans                    | <a href="#">2024 Form 10-K</a> pgs 7, 57   |
| 201-4             | Financial assistance received from government                                  | Tennant Company received financial assistance from governments in 2024. The Company received approximately €14,400 from the Italian government for training incentives. The Company received approximately CNY892,858 which was primarily related to plant relocation subsidies received from the Shanghai Lingang Taopu Zhichuang City Economic Development Co., Ltd. |
| 202-2             | Proportion of senior management hired from the local community                 | <a href="#">2024 Form 10-K</a> pgs 8-9   |



| Disclosure Number | Disclosure Title   | Tennant Response                              |
|-------------------|--|---|
| 203-1             | Infrastructure investments and services supported                        | Social impact<br>Tennant Foundation           |
| 203-2             | Significant indirect economic impacts                                    | Thriving people<br>Tennant Foundation         |
| 205-1             | Operations assessed for risks related to corruption                      | Ethics & integrity<br>Code of conduct         |
| 205-2             | Communication and training about anti-corruption policies and procedures | Ethics & integrity<br>Code of conduct         |
| 302-1             | Energy consumption within the organization                               | CDP Climate Response                          |
| 302-2             | Energy consumption outside of the organization                           | CDP Climate Response                          |
| 302-3             | Energy intensity   | CDP Climate Response                          |
| 302-4             | Reduction of energy consumption  | CDP Climate Response                          |
| 302-5             | Reductions in energy requirements of products and services               | Climate & energy<br>Circular products & waste |
| 303-1             | Interactions with water as a shared resource                             | Water & chemical use                          |
| 305-1             | Direct (Scope 1) GHG emissions   | Climate & energy<br>CDP Climate Response      |
| 305-2             | Energy indirect (Scope 2) GHG emissions                                  | Climate & energy<br>CDP Climate Response      |
| 305-3             | Other indirect (Scope 3) GHG emissions                                   | Climate & energy<br>CDP Climate Response      |
| 305-4             | GHG emissions intensity  | Climate & energy<br>CDP Climate Response      |
| 305-5             | Reduction of GHG emissions   | Climate & energy<br>CDP Climate Response      |



| Disclosure Number | Disclosure Title  | Tennant Response   |
|-------------------|---|--|
| 306-4             | Waste diverted from disposal  | <a href="#">Circular products &amp; waste</a>  |
| 308-1             | New suppliers that were screened using environmental criteria   | <a href="#">Our suppliers</a><br><a href="#">Human rights</a><br><a href="#">Supply chain policies &amp; disclosures</a><br><a href="#">Supplier Core Expectations</a> |
| 308-2             | Negative environmental impacts in the supply chain and actions taken  | <a href="#">Our suppliers</a><br><a href="#">Human rights</a><br><a href="#">Supply chain policies &amp; disclosures</a><br><a href="#">Supplier Core Expectations</a> |
| 401-1             | New employee hires and employee turnover  | <a href="#">ESG metrics</a>  |
| 401-2             | Benefits provided to full-time employees that are not provided to temporary or part-time employees                            | <a href="#">Employee success</a><br><a href="#">Figure 5: Tennant Company wellness and well-being program overview</a>   |
| 401-3             | Parental leave  | <a href="#">ESG metrics</a>  |
| 403-1             | Workers representation in formal joint management-worker health and safety committees   | <a href="#">Health &amp; safety</a>  |
| 403-2             | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | <a href="#">ESG metrics</a><br><a href="#">Employee success</a><br><a href="#">Table 2: Safety metrics</a>   |
| 404-1             | Average hours of training per year per employee   | <a href="#">ESG metrics</a>  |
| 404-2             | Programs for upgrading employee skills and transition assistance programs   | <a href="#">Employee success</a>   |
| 404-3             | Percentage of employees receiving regular performance and career development reviews  | <a href="#">Employee success</a>   |
| 405-1             | Diversity of governance bodies and employees  | <a href="#">Employee success</a><br><a href="#">Table 3: Employee demographics</a><br><a href="#">2024 Form 10-K pgs 7-8</a>   |
| 405-2             | Ratio of basic salary and remuneration of women to men  | <a href="#">Employee success</a><br><a href="#">2024 Form 10-K pgs 7-8</a>   |



| Disclosure Number | Disclosure Title   | Tennant Response   |
|-------------------|--|--|
| 406-1             | Incidents of discrimination and corrective actions taken   | <a href="#">ESG metrics</a>  |
| 407-1             | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk             | <a href="#">Our suppliers</a><br><a href="#">Human rights</a><br><a href="#">Supply chain policies &amp; disclosures</a><br><a href="#">Supplier Core Expectations</a> |
| 408-1             | Operations and suppliers at significant risk for incidents of child labor  | <a href="#">Our suppliers</a><br><a href="#">Human rights</a><br><a href="#">Supply chain policies &amp; disclosures</a><br><a href="#">Supplier Core Expectations</a> |
| 409-1             | Operations and suppliers at significant risk for incidents of forced or compulsory labor                                   | <a href="#">Our suppliers</a><br><a href="#">Human rights</a><br><a href="#">Supply chain policies &amp; disclosures</a><br><a href="#">Supplier Core Expectations</a> |
| 412-3             | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | <a href="#">Our suppliers</a><br><a href="#">Human rights</a><br><a href="#">Supply chain policies &amp; disclosures</a><br><a href="#">Supplier Core Expectations</a> |
| 414-1             | New suppliers that were screened using social criteria   | <a href="#">Our suppliers</a><br><a href="#">Human rights</a><br><a href="#">Supply chain policies &amp; disclosures</a><br><a href="#">Supplier Core Expectations</a> |
| 414-2             | Negative social impacts in the supply chain and actions taken  | <a href="#">Our suppliers</a><br><a href="#">Human rights</a><br><a href="#">Supply chain policies &amp; disclosures</a><br><a href="#">Supplier Core Expectations</a> |
| 415-1             | Political contributions  | <a href="#">CDP Climate Response</a>   |
| 416-1             | Assessment of the health and safety impacts of product and service categories  | <a href="#">Commitment to quality web page</a><br><a href="#">Product safety &amp; compliance web page</a>   |
| 416-2             | Incidents of non-compliance concerning the health and safety impacts of products and services                              | <a href="#">Commitment to quality web page</a><br><a href="#">Product safety &amp; compliance web page</a>   |
| 417-1             | Requirements for product and service information and labeling  | <a href="#">Commitment to quality web page</a>   |



| Disclosure Number | Disclosure Title   | Tennant Response  |
|-------------------|--|---|
| 417-1             | Requirements for product and service information and labeling                                | Internal ISO-9001 processes require Tennant Company to identify and comply with applicable product safety regulations, including labeling. Product safety regulations specify what information appears on our machine data labels. We also track sourcing information on some components to inform customers regarding substance origin and restrictions, including the presence of minerals sourced in conflict areas, REACH substances, latex, animal-based products, and recycled content. Lastly, Tennant Company complies with WEEE and RoHS directives in Europe. |
| 417-2             | Incidents of non-compliance concerning product and service information and labeling          | Zero in 2024.   |
| 417-3             | Incidents of non-compliance concerning marketing communications                              | Zero in 2024.   |
| 418-1             | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Zero in 2024.   |





10400 Clean Street | Eden Prairie, MN 55344 | United States

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