



2024 (FY23) SUSTAINABILITY REPORT

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Our leadership



Message from our CEO

2023 was a record year for Tennant Company. In addition to our financial results, I am proud to highlight the significant progress we have made in our sustainability journey. Over our 150+ year history, Tennant has a strong legacy of stewardship; and now, we have refined that commitment into a structured approach to define and deliver meaningful results against specific sustainability targets. The *Thriving People. Healthy Planet.* framework that we activated in 2023 details our bold future targets and outlines our approach to embedding sustainability into the fabric of daily operations at Tennant. This 2024 (FY23) Sustainability Report demonstrates the progress we are making.

Thriving People.

We know that when our business is inclusive and reflects the communities where we operate and the customers we serve, everyone has better outcomes. That’s why we have set meaningful ambitions grounded in inclusivity: we aspire to increase the representation of women in leadership positions globally to 33% by the end of 2030, and increase the representation of U.S. employees identifying as BIPOC (Black, Indigenous, People of Color) to 30% over the same timeframe.

Our investments in an inclusive workplace support our ambitions: we have established diversity, equity, and inclusion (DE&I) training for leaders and developed the structured ways we support our employee resource groups (ERGs), which create spaces for our employees to connect, share their knowledge and experience, and amplify their voices. Our global DE&I Council, launched last year and comprised of employees from across our business functions, geographic regions and diverse populations, will also play a vital role in advancing our DE&I initiatives worldwide.

Healthy Planet.

We know that we share in the responsibility to improve our environment and address global climate challenges. We are partnering with our customers to drive innovation across our business and through our products, helping them reach their sustainability goals, and contributing to our own bold goals. We are leading the way in the cleaning equipment industry

with our net-zero by 2040 targets that were approved by the Science Based Targets initiative (SBTi).

To continue our journey to improve the circularity of our products and offer sustainable solutions that help our customers clean spaces more effectively and efficiently, we’ve identified five themes where we can drive the most impact. Our product development and engineering teams are integrating these themes into their processes.

Looking ahead

In this important work, we know that we are well aligned with our customers, employees, and stakeholders in our efforts to drive positive change and create shared value. Our *Thriving People. Healthy Planet.* framework aligns our business strategy with the principles of sustainability and promotes accountability for the delivery of targets across our business. Our commitment to sustainability at Tennant is steadfast, and it is an investment in our future.

A sincere thank you to our employees, customers, suppliers, and shareholders for your support and shared interest in our bold goals. Together, we are building a more sustainable future for generations to come.

Sincerely,

David W. Huml
President and CEO of Tennant Company

Message from our Senior Director of Sustainability & ESG



As a global community, we are at a critical juncture that requires leadership from businesses, governments, civil society, and others to drive the systemic change needed to address our collective global challenges.

At Tennant, that leadership is not new. We've been at this work for a long time, as evidenced by our commitment to stewardship and our technologies that require less detergent, use less water, and improve the experience for the operator. This all

comes to life in the benefits delivered to collective and shared spaces when a Tennant product provides a differentiated type of clean.

At Tennant, sustainability is inspired by our vision to create a cleaner, safer, healthier world – and it sits at the intersection of our operations, products, and customers' needs.

In 2023, we launched our *Thriving People. Healthy Planet.* sustainability framework. The framework is rooted in the efforts we make every day to enable our vision and serves as the lens for the company to set goals, align plans, and integrate sustainability across our business.

Over the course of 2023, we began implementing and activating this framework, integrating it across our corporate strategy, Elevate, setting bold goals, and driving performance. Information about how we are embedding sustainability across how we think, plan, and operate at Tennant is found in this report.

We recognize our unique opportunity – and responsibility – to create sustainable value for our business, customers, and society. In doing so,

we are enabling business performance, setting our own goals that drive efficiencies and innovation across our business, and delivering solutions that solve the challenges we hear about from our customers, supporting them at every stage of their sustainability journey.

This work allows us to have a broader impact and affect change on the global issues we are uniquely positioned to contribute solutions to.

We know Tennant's impact is amplified when we work with others, sharing knowledge and resources to strengthen our collective action toward a more sustainable future.

Join us as we work together to create a cleaner, safer, healthier world so all may thrive.

Sincerely,

A handwritten signature in black ink that reads "Reilly Goodwin".

Reilly Goodwin
Sr. Director of Sustainability and ESG
& Vice President, Tennant Foundation



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 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, including robotic solutions, which 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.

- 2023 **America's Most Responsible Companies** by *Newsweek* recognition
- Leading our industry with **net-zero by 2040 targets, approved by the Science Based Targets initiative (SBTi)**
- Received our sixth consecutive A-, Leadership level designation from the **CDP** Climate Change program
- 2023 **Honor Roll Company** by St. Catherine University and Twin Cities Business for our achievement of the number of women in senior leadership roles and on our Board of Directors
- 2023 **Good Design Award** for the IPC PW-H101, a hot water high-pressure washer with technology that reduces the amount of fuel, electricity, and detergent needed for cleaning



Global footprint

As of December 31, 2023, Tennant Company sells products directly in 15 countries and through distributors in more than 100 countries. We have 11 global manufacturing locations and operations in the Americas, Europe, the Middle East, Africa (EMEA), and Asia Pacific (APAC).

Employees by region

AMERICAS	EMEA	APAC
2,349	1,641	467

Employees worldwide*

*AS OF DECEMBER 31, 2023
4,457





Photo by Malisa Lieser, Tennant employee

Sustainability at Tennant

We are at an important juncture in creating positive business, societal, and environmental outcomes. This is not new for Tennant; we have been improving our collective spaces for decades with the core principle of stewardship in mind. We have a legacy of investing in technologies that require less detergent, use less water, improve the experience for the operation, and delivering against our customers' needs. All to create cleaner, safer, and healthier spaces.

Today, we are tackling issues like climate change and circularity, creating an inclusive and diverse workplace, and investing in our communities – all while increasing our leadership and rigor in reporting our progress and complying with the growing body of regulations in the space. But even more, we are creating value for our customers by delivering solutions that help them reach their goals, cementing our leadership, and being the kind of partner they want to work with.



Integrating sustainability across our business

In 2023, Tennant launched a new enterprise strategy guided by our strategic intent to elevate our industry leadership by focusing on key innovations, acquiring new customers, and investing in our business infrastructure and teams. The new strategy, Elevate, is centered on three strategic pillars: Growth, Performance, and People.

Our Growth pillar will target differentiated organic and inorganic growth and expanded profit margins.

Our Performance pillar will focus on how we're transforming the business by modernizing our

business processes and data systems and embedding our *Thriving People. Healthy Planet.* sustainability framework into how we work across the enterprise.

We recognize that global challenges are accelerating, and our stakeholders' expectations for Tennant's products and how we operate our business are growing. By centering sustainability in our Performance pillar, we embark on a journey to integrate sustainability more deeply across how we think, plan, and operate our business. This includes how we partner with our customers as we build products and services that solve their cleaning challenges while also helping them achieve their

sustainability goals. This integration allows Tennant to help address rising global challenges and meet our stakeholders' growing expectations around sustainability and environmental, social, and governance (ESG), maintain our leadership position within our industry, and build resilience by future-proofing our business in an ever-changing world.

Our People pillar will prioritize how we attract and develop the best talent. People are the heart of our business. Our investment in employees will allow us to drive change and deliver exceptional products and services to our customers and achieve our growth and performance goals.

GROWTH

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



PERFORMANCE

- Enterprise resource planning
- Sustainability



PEOPLE

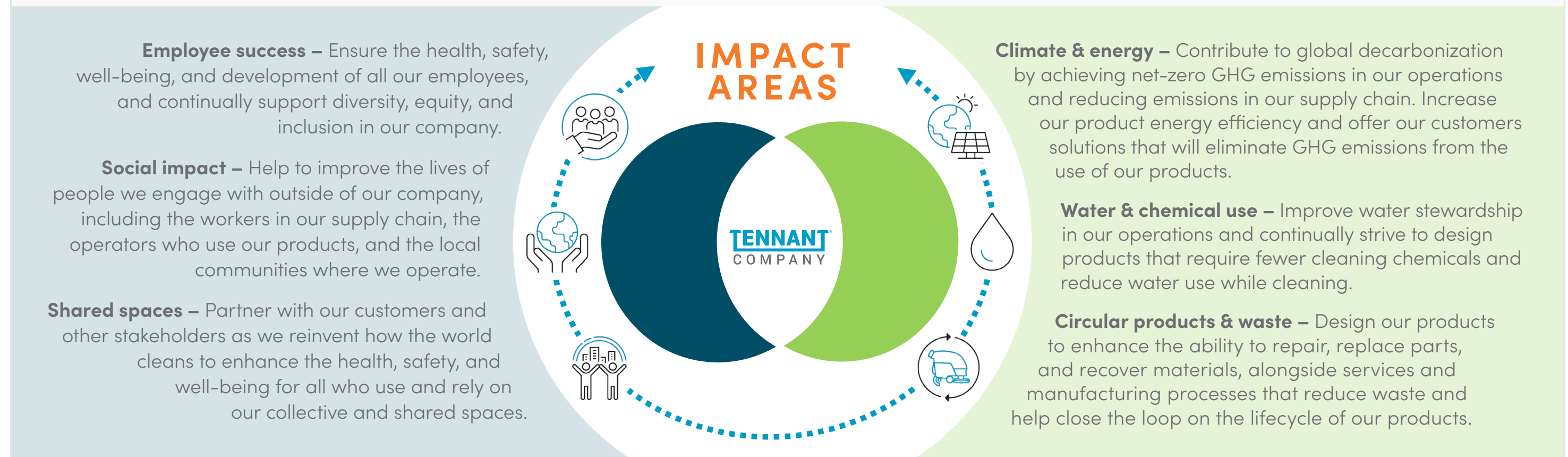
- Employee value proposition



THRIVING PEOPLE. HEALTHY PLANET. sustainability framework

Our *Thriving People. Healthy Planet.* framework provides the lens through which we can set goals, align plans, and integrate sustainability across our business – enabling performance. The framework is centered on two pillars: *Thriving People* and *Healthy Planet*. It encompasses six impact areas where we know we can create change – because our business cannot be successful without a healthy planet and thriving people.

We recognize our unique opportunity, and our responsibility, to drive positive change in six impact areas while creating sustainable value for our business, our customers, and society. This framework provides the lens for our company to set our goals, align our plans, and integrate sustainability into our business. We believe that by working toward ambitious commitments together with our stakeholders, we can help people thrive and contribute to a healthier planet.



Driving innovation in our **products & services**



Collaborating with our **customers** to help them achieve their sustainability goals



Integrating sustainability into our **business operations, manufacturing & supply chain**



Engaging **employees, stakeholders, and communities** to deliver shared value



Strategically investing to unlock value from sustainability opportunities

Materiality

Our most recent materiality assessment was completed in 2022. To ensure that our strategy and reporting are aligned to the most material sustainability and environmental, social, and governance (ESG) issues, we engaged internal and external stakeholders, including our customers, employees, investors, and non-governmental organizations, as well as an external partner to help facilitate this process.

Our 2022 materiality analysis followed four phases:

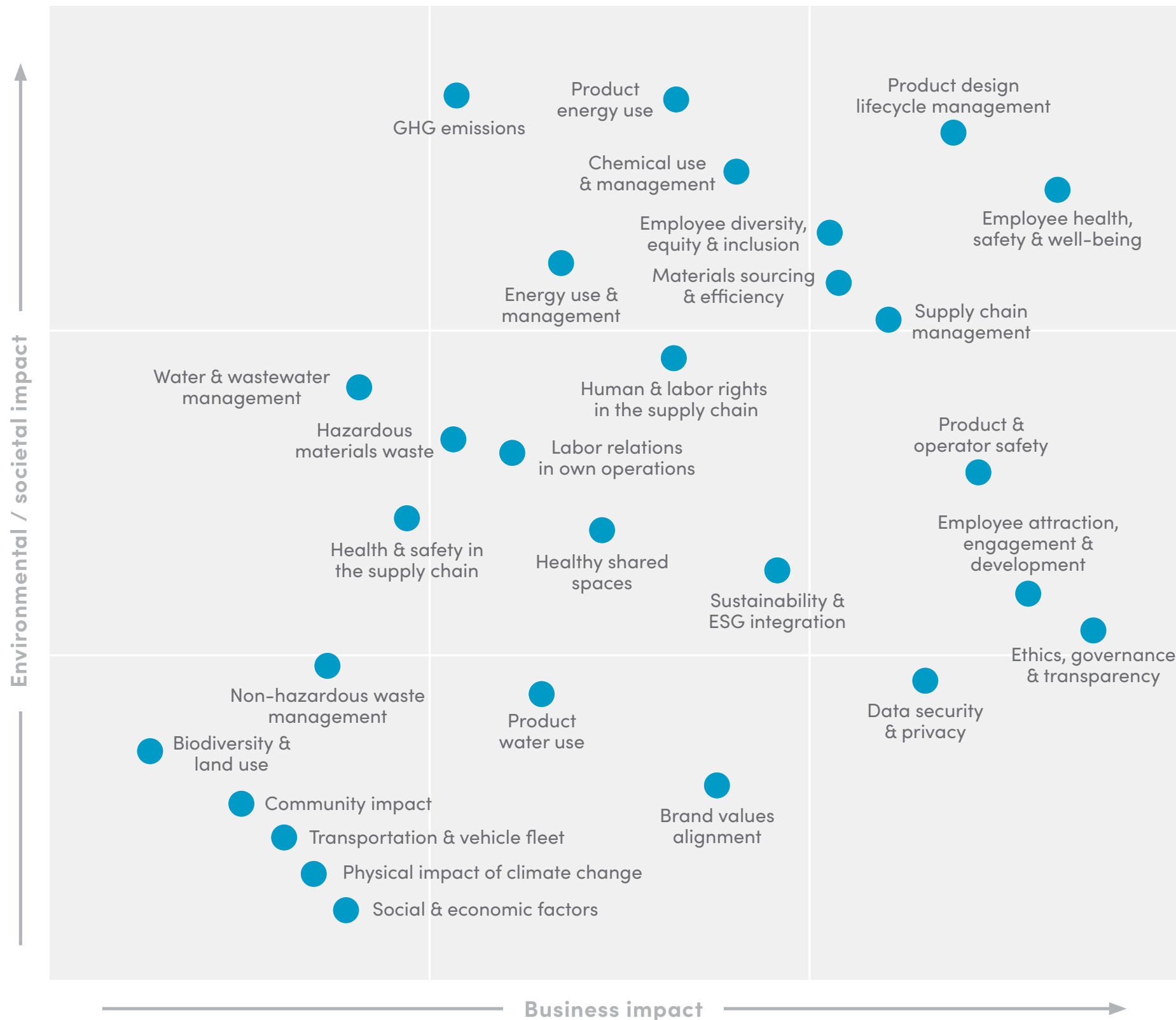
1. **Issues identification:** We utilized a wide range of data sources to identify and assess the impact of all the potential issues relevant to our business. We used sources that identified today's issues and provided leading indicators of emerging issues and issues that will increase in importance over the next five to ten years.
2. **Primary stakeholder research:** We engaged internal and external stakeholders to understand their perspectives on how Tennant Company can continue to lead in sustainability and where they believe we have the opportunity to engage and drive impact across our value chain.
3. **Stakeholder validation:** A diverse group of stakeholders was engaged to validate the assessment of the financial impact of issues deemed material on the business. This group included our Senior Management Team, Board of Directors Governance Committee members, customers, and investors.
4. **Interconnected materiality issues reporting:** The issue identification, stakeholder research, and validation phases produced the finalized material issues prioritization. Our external partner further evaluated material topics and their definitions to reduce bias and produced a materiality map (Figure 1).



Photo by Sarah Mauragis, Tennant employee

Figure 1

Materiality matrix



Insights collected throughout the process were used to clearly understand the dynamic and interrelated nature of material issues, including dependencies and outcomes. This stage is critical for strategy development. In assessing the interconnected nature of the material issues we identified, several key themes emerged, which are integrated into our *Thriving People. Healthy Planet.* sustainability framework.

In preparation for the European Union’s Corporate Sustainability Reporting Directive (EU CSRD), we incorporated the concept of double materiality. As such, we evaluated the potential impact of environmental and social issues on Tennant’s financial performance and value (financial materiality or “impact inwards”) and the impact of Tennant’s activities on people and the environment (environmental & social materiality or “impact outwards”). Since completing this assessment, the European Financial Reporting Advisory Group (EFRAG) has published materiality assessment and implementation guidance.

In 2024, we will continue to enhance our double materiality assessment and approach, using this guidance to prepare for sustainability and ESG reporting regulations. Results from this assessment will be available in our 2025 (FY 2024) Sustainability Report.

Sustainability governance

In 2023, we initiated the integration of our *Thriving People. Healthy Planet.* sustainability framework, including enhancing and expanding our sustainability & ESG governance structure to ensure cross-functional management support.

The Tennant Company Board of Directors appoints the Audit Committee and Governance Committee members, two of the four committees that comprise the Board. The Audit Committee assists the Board’s oversight of the Company’s compliance with current and emerging legal and regulatory requirements. The Governance Committee assists with identifying qualified candidates to serve on the Board, the composition of the Board and its committees, and developing and recommending to the Board the Company’s governance principles and practices. The Committee also oversees the Company’s activation of our *Thriving People. Healthy Planet.* framework, including the programs, policies, and practices under the six impact areas and other environmental, social, and corporate governance (ESG) topics.

The Governance Committee meets four times per year. One meeting is dedicated to an annual update from the Senior Director of Sustainability & ESG on progress toward targets as outlined in the *Thriving People. Healthy Planet.* progress report. However, there is always the potential for additional meetings to discuss pressing matters as they arise. Additionally,

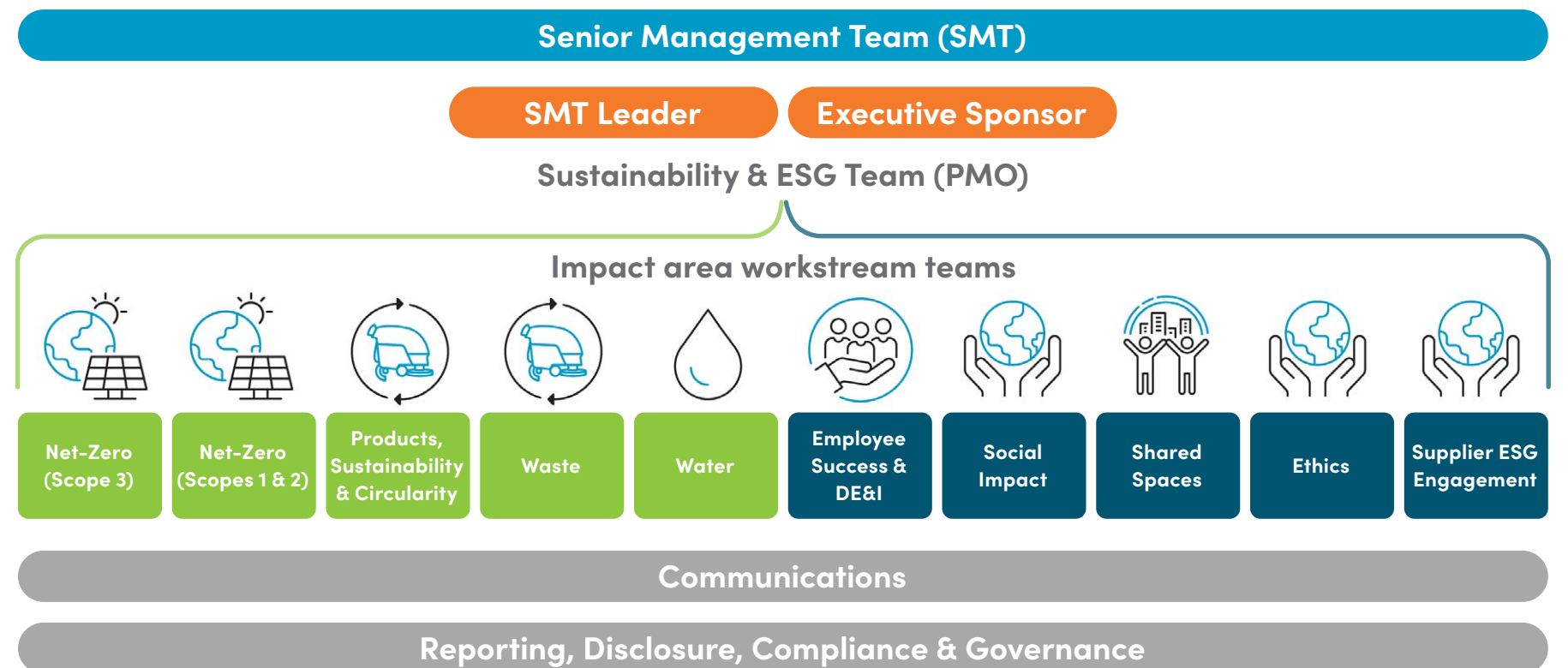
the Governance Committee reviews the annual Sustainability Report.

The Senior Management Team (SMT), consisting of Tennant’s C-Suite leaders, is responsible for sustainability and ESG performance and strategy, including the bold goals we have and will set under our *Thriving People. Healthy Planet.* framework. This group assigns enterprise accountability, integrates sustainability into our overall business strategy, and allocates resources to the impact area workstream teams.

In 2023, the Sustainability team, led by the Senior Director of Sustainability & ESG, established

workstream teams to implement the initiatives and ambitions outlined in the six impact areas of our sustainability framework (Figure 2). The workstream teams are comprised of representatives from essential business functions who are tasked with developing and implementing strategies to help Tennant achieve the goals that we have and will continue to set. Throughout 2023, each workstream team, in partnership with their sustainability business partner and VP-level executive sponsor, built roadmaps, identified milestones, and aligned on key performance indicators. Progress against each workstream plan is tracked via the governance of our Elevate enterprise strategy.

Figure 2 **Thriving People. Healthy Planet. framework activation & operating model**





Measuring our progress

Sharing our progress is an integral part of our new framework. 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 activities and initiatives that occurred during the 2023 fiscal year (January 1, 2023 – December 31, 2023). Additional details can be found throughout this report.



“At Tennant Company, we prefer to lead and we’re big on commitments. We’re charting a course to continue leading the way for the next 150 years, leaving spaces and places – and the planet – better than we found them.”

Dave Huml, President & CEO

THRIVING PEOPLE. HEALTHY PLANET. progress report

Employee success	Ambition	2023	Unit of measure	Status	Description of annual progress toward ambition
	<i>Increase the representation of women in leadership positions globally to 33% by the end of 2030</i>	23.0%	Percent of employees who identify as women in a manager-level and/or above position	On track	In 2023, 23.0% of leadership positions globally were held by women, an increase from the 2022 base year. We saw positive impact from some of our retention efforts, continued to invest in our women’s ERG, and drove global inclusion work throughout the organization.
	Ambition	2023	Unit of measure	Status	Description of annual progress toward ambition
<i>Increase the representation of BIPOC employees in the U.S. to 30% by the end of 2030</i>	25.4%	Percent of employees located in the U.S. who identify as BIPOC (Black, Indigenous, People of Color)	On track	In 2023, 25.4% of employees in the U.S. identified as BIPOC, an increase from the 2022 base year. We saw progress in hiring U.S. BIPOC employees and continued to focus on retention, including launching a BIPOC ERG in 2024. We also partnered with our DE&I Council and a consulting firm to further develop our inclusion journey.	

Social impact	Goal	2023	Unit of measure	Status	Description of annual progress toward goal
	<i>Tennant Company commits to donating at least 2% of pre-tax U.S. earnings across the communities in which we operate</i>	\$1,130,958	USD, includes the sum of employee gift matching, grant disbursements, scholarship program, and equipment and inventory donations	On track	In 2023, Tennant Company donated over \$1.1M USD to support the communities in which we operate, which exceeded our 2% of pre-tax U.S. 2022 earnings target.

Shared spaces	Goal	2023	Unit of measure	Status	Description of annual progress toward goal
	<i>To enable the cleaning of 63.5 trillion squared feet across our shared spaces by 2030</i>	9.7	Trillion squared feet of shared spaces	On track	In 2023, Tennant Company products enabled the cleaning of 9.7 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* by 2040					
Goal	2023	Unit of measure	Status	Description of annual progress toward goal	
<i>Reduce Scope 1 & 2 GHG emissions 45% by 2030</i>	-13%	Percent change of Scope 1 and 2 (market-based) GHG emissions compared to 2021 base year	On track	In 2023, emissions from our operations and fleet decreased compared to the 2021 base year through a combination of increased renewable energy production and implementing various energy efficiency activities.	
Goal	2023	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	On track	In 2023, our renewable energy portfolio increased because 2023 was the first full year of operation for the on-site solar panels at our manufacturing plants in Brazil.	
Goal	2023	Unit of measure	Status	Description of annual progress toward goal	
<i>Reduce emissions from our global fleet by 40% by 2030</i>	-8%	Percent change of emissions from global fleet compared to 2021 base year	On track	In 2023, emissions from our vehicle fleet decreased compared to the 2021 base year. We established a global fleet emissions reduction group and began developing and implementing strategies to reduce fleet emissions.	
Goal	2023	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>	-8%	Percent change of emissions from the use of sold products compared to 2021 base year	On track	In 2023, 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.	

*Scope 3 emissions include category 1 – purchased goods and services and category 11 – use of sold products

Climate & energy

THRIVING PEOPLE. HEALTHY PLANET. progress report

Water & chemical use	Goal	2023	Unit of measure	Status	Description of annual progress toward goal
	<i>Establish water baselines for our manufacturing facilities</i>	—	—	—	2024 launch

Circular products & waste	Goal	2023	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>	—	—	—	2024 launch	In 2023, we established a product sustainability workgroup which prioritized embedding our net-zero targets with our product line strategies. In 2024, this group is working to enhance our new product development process, including incorporating the five most common themes of customer inquiries as they seek partners to help them achieve their sustainability goals.
	Goal	2023	Unit of measure	Status	Description of annual progress toward goal	
	<i>Complete life-cycle assessments of our products</i>	—	—	—	2024 launch	In 2024, we will conduct 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	2023	Unit of measure	Status	Description of annual progress toward goal		
<i>Establish waste baselines for our manufacturing facilities</i>	—	—	—	2024 launch	In 2024, in collaboration with global facilitates and operations teams, we will develop and implement a process for collecting waste generated and diversion data to establish a baseline. We plan to establish a water baseline for at least five of our manufacturing facilities.	

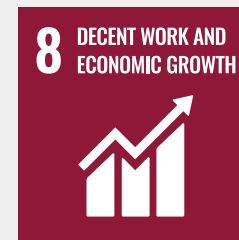


Thriving People

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, creating a safe, inclusive workplace where our people can find meaningful work. Across our business, we aim to ensure the health, safety, well-being, and development of all our employees and a diverse, equitable, and inclusive workplace.

Health & safety

Employee safety is essential to Tennant Company. We introduced our global Safety Operating Model in 2019 and have been integrating a safety culture across the organization since. We prioritize the health and safety of all employees and work diligently to meet and exceed regulatory standards as applicable at each of our facilities. Tennant employees are empowered to stop work anytime there is a potential hazard identified. Each site maintains public and confidential ways for employees to raise safety concerns to ensure employees feel supported in filing reports.

In alignment with best management practices, we publicly report our global total recordable incident rate and our global days away, rest, and transfer rate (Table 1). We track these metrics, along with other key performance indicators, to measure the progress of our safety programs, focusing on continuous improvement to proactively identify hazards in our work environments and prevent injuries before they occur.



Table 1

Safety metrics

		2023	2022	2021	2020	2019	2018	2017
Safety TRIR (total recordable incident rate)	Operations	1.41	1.19	1.83	2.48	4.48	5.18	6.29
	NA TSSC*	2.49	1.46	1.9	1.33	1.88	2.69	6.5
DART (days away, rest, and transfer) rate	Operations	0.77	0.5**	0.7	1.55	3.58	4.07	3.52
	NA TSSC*	1.97	1.05	0.95	0.77	1.44	2.07	4.66

*Tennant Sales and Service Company

**Reference GRI disclosure 2-4 for restatement information

Since the beginning of 2019, our injury numbers have decreased steadily over time with proper accident investigation and containment. However, in 2023, we saw a slight increase due to more employee hours being worked when compared to previous years (Table 1). Tennant Company is committed to creating a safe working environment for our employees. We operate under our established safety programs and employ an experienced team of health and safety specialists to provide support to employees globally.

In line with our commitment to ensuring the highest standards of occupational health and safety across our operations, six of our global facilities have obtained the **ISO 45001 certification**, underscoring our dedication to providing a secure and healthy work environment for our employees worldwide.

Tennant Company's manufacturing plant in Golden Valley, MN, USA, won the **Minnesota Safety Council Silver Achievement Award** in 2023, recognizing our unwavering commitment to exemplary safety practices.

ISO-45001 certified locations



Well-being & development

At Tennant, we are committed to nurturing all employees' professional and personal growth.

In August 2023, we introduced our *Invest in Your Best* program to foster 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 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 different global locations follow local laws and regulations and are competitive in the local market. See Figure 3 for a list of employee benefits. Benefits vary for global locations depending on local rules and regulations.

Figure 3

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 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

Tennant’s talented employees are a differentiator for our Company, driving innovation and ensuring our ability to serve our customers as they – and we – expect. As we work to attract and retain high-performing teams worldwide, we continue to foster an inclusive environment where all people feel welcome, heard, and able to reach their full potential.

As we continue our journey, our focus remains on equipping the enterprise with the knowledge and avenues for ongoing conversation, continual process improvement, and strong governance to drive accountability.

In 2023, we set new ambitions to prioritize our areas of focus and initiatives, continued leader training, and launched our Global DE&I Council. Additionally, our established Employee Resource Groups (ERGs) continued to build their communities through activities and outreach.

As part of Tennant’s *Thriving People. Healthy Planet.* sustainability framework, in 2023 we set our ambitions to increase the percentage of women in leadership positions globally by 50% and increase the percentage of U.S. employees identifying as BIPOC (Black, Indigenous, People of Color) by 25% by the end of 2030, compared to the 2022 base year data. We have revised the language of these ambitions to reflect overall representation, drive greater clarity for our stakeholders, and to align with the body of goals



within our *Thriving People. Healthy Planet.* framework. The underlying analysis and ambition have not changed. We set these meaningful DE&I ambitions because we know that when our business is inclusive and reflects the communities we operate in and the customers we serve, everyone has better outcomes. As Tennant continues to grow, diversity of background, life experience, and innovative ideas are critical for our success. Compared to the 2022 base year, in 2023

Table 2

Ambition: Increase the representation of women in leadership positions globally to 33% by the end of 2030

	Ambition year: 2030	2023	Base year: 2022
Percentage of women in leadership positions globally	33%	23.0%	22.1%

we increased the representation of women in leadership positions globally (Table 2). We saw positive impact from some of our retention efforts, continued to invest in our women’s ERG, and drove global inclusion work throughout the organization.

We also increased the representation of U.S. BIPOC employees (Table 3). We saw progress in hiring U.S. BIPOC employees and continued to focus on retention, including launching a BIPOC ERG in 2024. We also partnered with our DE&I Council and a consulting firm to further develop our inclusion journey. In 2023, we continued to expand our DE&I training program, and Tennant’s people leaders located in the U.S. participated in a training that included discussions around inclusion, unconscious bias, allyship, and microaggressions. We also developed a broader employee training program and will continue to expand our DE&I training to managers and all employees in the coming years, as it is essential for all employees to understand the importance of a diverse and inclusive organization and how we each play a part.

Table 3

Ambition: Increase the representation of BIPOC employees in the U.S. to 30% by the end of 2030

	Ambition year: 2030	2023	Base year: 2022
Percentage of U.S. employees who identify as BIPOC	30%	25.4%	24.0%

Global Diversity, Equity, & Inclusion Council

Our Global DE&I Council serves as a working advisory and advocacy body engaging at all levels of our organization, including with company leaders and the Senior Management Team. Its members represent our geographic regions, business functions, and diverse employee populations. The Council is

also critical to integrating DE&I approaches across our organization to inform how we do business and interact globally. To foster collaboration, the Council acts as a forum to discuss issues, share ideas, review information, and leverage organizational resources.

Tennant Company's DE&I Council Vision

The Council will play a vital role in advancing the Company's DE&I strategic initiative worldwide and at every level within the organization. The Council was formed to actively seek input, raise awareness, and ensure continuous efforts to foster an inclusive environment where individuals can express their authentic selves. By facilitating meaningful conversations, the Council acts as a cross-functional representative for DE&I enterprise leadership. It offers valuable advice and input in implementing and monitoring plans to fulfill the Company's strategic DE&I commitments.



Employee resource groups (ERGs)

Our established ERGs each managed activities throughout 2023 to build their communities and engage with employees across the organization. The three groups also hosted an ERG social to spread information about the groups. In 2023:

- **IDEAS** (Inclusion, Diversity, Equity, and Support) – led discussion groups on various topics related to identity groups, led focused work on inclusiveness strategies, and invited guest speakers to share their experiences and insights with ERG members.
- **TEAL** (Teach, Empower, Advocate for, and Lead) – hosted a book discussion, celebrated International Women's Day, sponsored a lunch and discussion on mentoring and networking, organized a Habitat for Humanity Women's Build volunteer event, and led a StrengthsFinder event for employees to focus on leveraging their strengths.
- **TEND** (Tennant Embraces Neurodiversity) – scheduled monthly discussions on topics related to neurodiversity, educated employees on common characteristics of neurodivergent individuals, and facilitated strategy-building to create a productive work environment for all.



Gender & equitable pay

Tennant Company is committed to employee success, creating a safe, inclusive workplace where our people can find meaningful work. We have an opportunity to grow the diversity of our organization, and this, combined with providing an inclusive work environment, will positively support our business success.

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 adjusted median total income for females was 99.6% of the adjusted median total income for males, suggesting there is no evidence of a gender pay gap in the United States at Tennant Company.

Table 4

2023 employee demographics

COUNTRY	FEMALE	MALE	TOTAL
Australia	18	65	83
Belgium	23	24	47
Brazil	50	234	284
Canada	4	74	78
China	110	158	268
France	36	139	175
Germany	33	148	181
India	6	92	98
Italy	246	413	659
Japan	3	5	8
Mexico	27	76	103
Netherlands	33	201	234
New Zealand	1	5	6
Norway	4	23	27
Portugal	8	19	27
Singapore	2	2	4
Spain	25	102	127
Sweden	0	1	1
UK	38	125	163
USA	358	1,526	1,884
GRAND TOTAL	1,025	3,432	4,457

Impact area: social impact

At Tennant Company, 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 efforts to promote employee volunteerism, the substantial investments made by the Tennant Foundation, and our engagement with [partners across our supply chain](#). By setting clear expectations for [ethical conduct in business relationships](#), we strive to uphold the highest standards of integrity.

Human rights

As a global organization and a signatory to the [United Nations Global Compact](#) and the Universal Declaration of Human Rights, Tennant Company is committed to protecting and upholding human rights and enhancing the well-being of people and communities worldwide. Our [Human Rights Policy](#) applies to all Tennant employees and temporary workers globally, as we are committed to respecting and promoting the human rights of our employees and temporary workers across our global operations.



Photo by Sarah Mauragis, Tennant employee

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.

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. We expect our employees and temporary workers to comply with local labor and employment laws wherever they operate.

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 offer training for U.S. managers to help prevent discrimination during the recruitment, interview, and hiring process. Table 5 provides an overview of our hiring process.

Anti-bribery and anti-corruption

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.



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.

Table 5

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.

Investing in our communities

Through the Tennant Foundation and corporate philanthropy, Tennant proudly supports organizations, programs, and individuals who value our commitment to creating a cleaner, safer, healthier world. In 2023, Tennant invested over \$1.1 million back into our communities.

Giving programs

Tennant Foundation giving

- Employee gift matching
- Employee volunteer matching
- Community grants



Tennant Company corporate philanthropy

- Scholarships
- Equipment donations
- Employee volunteer program
- Other in-kind donations

Tennant Company is 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.



2023 Tennant Company community giving

Fiscal year ended December 31, 2023

Tennant Foundation giving

Employee gift and volunteer matching	\$44,824
Community grants	\$894,500
Total Tennant Foundation giving	\$939,324

Tennant Company corporate philanthropy

Scholarship program	\$158,100
Equipment donations	\$33,534
Total corporate philanthropy	\$191,634

Total community giving	\$1,130,958
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Tennant Foundation giving

The Tennant Foundation was established in 1972 to foster ties to the community and support nonprofit organizations. Today, the Foundation is committed to creating a cleaner, safer, healthier world in which to live, work and play through employee gift and volunteerism matching, and community grants.

Live: Improving the quality of life in our community through social services and environmental programs.

Work: Promoting workforce readiness through education, vocational rehabilitation, and other related services.

Play: Contributing to cultural and arts organizations.

Employee gift matching

For nearly five decades, the Tennant Foundation Gift Matching Program has provided matching contributions on employee gifts to select organizations recognized as nonprofit and tax-exempt by the IRS in the United States.

Employee volunteer matching

The Volunteer Matching Program recognizes the volunteer work of our employees in their respective communities. This program supports employees' annual volunteer hours with a monetary donation to organizations eligible for Foundation grants. The program encourages and rewards volunteerism in response to the ever-increasing needs of local nonprofit organizations.

2023 Grants awarded*

American Red Cross	Habitat for Humanity - Twin Cities	PROP
BestPrep	High Tech Kids	Renand Foundation Inc.
Better Futures Minnesota	HIRED	Science Museum of Minnesota
Big Brothers Big Sisters Twin Cities	Holland Free Health Clinic	Second Harvest Heartland
Bridging	Hunt 2 Heal	Stages Theatre Company
Children's Theatre Company	Junior Achievement	TC Food Justice
Community Emergency Service	Midwest Art Conservation Center	The Bakken Museum
Dare to Care Foodbank	Minneapolis Institute of Arts	The Food Group
Disabled American Veterans - Ohio	Minnesota Opera	The Lift Garage
Donors Choose	Minnesota Orchestra	The Saint Paul Chamber Orchestra
Dunwoody College of Technology	Minnesota Public Radio	The Works Museum
Emerge Mothers Academy	Minnesota Zoo Foundation	Tree Trust
Every Meal	Mississippi Park Connection	Twin Cities Public Television
Fraser	MN Assistance Council for Veterans	Twin Cities Rise
Goodwill-Easter Seals Foundation	MN Children's Museum	United Way - Twin Cities
Great River Greening	MN Institute for Talented Youth	Walker Art Center
Greater Minneapolis Crisis Nursery - Mpls	My Very Own Bed	Women Venture
Guthrie Theater	Outdoor Discover Center	YMCA of the Greater Twin Cities
Habitat for Humanity - Louisville	PRISM	

*Includes Tennant Foundation grants and does not include employee gift or volunteer matching programs.

Community grant program

Tennant Foundation grants are directed to organizations generally serving local communities where our facilities reside and are typically modest operating grants. When reviewing grant requests, the Tennant Foundation considers whether this request furthers our commitment to creating a cleaner, safer, healthier world to live, work, and play. As part of our DE&I strategic initiative, the grant application form includes a question asking potential applicants to list any efforts they are currently undertaking to incorporate DE&I into its policies and practices. Other grant-awarding categories include supporting

our communities through environmental programs, workforce readiness through education, vocational rehabilitation, and other similar services, and contributing to cultural and arts organizations.

Organizations interested in submitting a grant request should complete the Minnesota Common Grant Application Form and explain how their work helps further the Tennant Foundation's mission. Only qualified 501(c)(3) organizations are eligible to receive a grant. The Foundation does not typically fund capital campaigns or organizations funded by United Way. Organizations may apply [online](#).

Tennant corporate philanthropy

Scholarship program

In 1980, the global Tennant Scholarship Program was implemented for eligible children of regular full-time or part-time employees. A maximum of 33 new scholarships are available annually, with awards of \$1,750 per year for full-time study. Each scholarship is limited to four years for students attending any approved post-high school educational program. Students must qualify for scholarships each year. Scholarships are granted based on academic performance, extracurricular involvement, and potential to succeed in the chosen educational program.



Equipment donations

We consider it imperative that our Company is a steward to the communities in which we do business. Organizations that are nonprofit entities with IRS 501(c)(3) designation within the United States may be eligible for equipment donation. We consider in-kind or equipment donations outside of the Foundation when requests are employee-supported, if they help to further our giving mission, and if the recipient organization meets eligibility requirements.

Volunteerism

Another way we support the communities in which we live, work, and play is through volunteer events. Every year, the Company organizes various events for employees to participate in, including park and public space clean-ups, Habitat for Humanity builds, meal packaging, and delivery.

Impact area: shared spaces

As Tennant continuously pursues innovation, we acknowledge the meaningful impact our products have had on shared spaces worldwide for over 150 years. We partner with our customers and other stakeholders as we reinvent how the world cleans to enhance the health, safety, and well-being of all who use and rely on our collective and shared spaces. Tennant’s cleaning solutions have been a trusted presence in communities globally, from grocery stores to hospitals, factories, and warehouses.

This impact area shapes our business strategies and market positioning as cleaning is the core of our business and drives us to innovate and improve shared spaces through our cutting-edge products, machines, and solutions. As we navigate this dynamic landscape, Tennant remains committed to leveraging our expertise to promote healthier, safer, and more enjoyable shared spaces for all.

Delivering on our purpose

Tennant products are everywhere, in communal and multi-user environments encompassing various settings such as commercial areas, industrial environments, educational institutions, healthcare facilities, and other public venues. We understand that people benefit when these shared spaces support their well-being, productivity, and safety. In hospitals and schools, warehouses and factories, offices and stores – our equipment is revolutionizing



cleaning, delivering more sustainable, innovative, efficient, and effective solutions.

With the activation of our *Thriving People. Healthy Planet.* sustainability framework, we wanted to better understand our products’ expansive presence in these shared spaces and how we can continue to partner with our customers to deliver clean and healthy spaces. In 2023, in alignment with our methodology for calculating the greenhouse gas emissions from the use of our products, we established a baseline to determine the total square feet our products enable our customers to clean (Table 6). We were then able to set the ambition to enable the cleaning of 63.5 trillion square feet across our shared spaces by 2030

to help more people benefit from shared spaces that are cleaned in better ways. Because together, we can create a cleaner, healthier, safer world for everyone.

Table 6

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

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



Photo by Kelsey Rollag, Tennant employee

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 will focus on three impact areas: climate & energy, water & chemical use, and circular products & waste.

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 acknowledge the importance of reducing our climate impacts using a science-based approach. We see this work as an opportunity to build resiliency across our business and feel we have both the responsibility and opportunity to substantially reduce our greenhouse gas (GHG) emissions across our operations, products, and supply chain. Our climate work enables innovation as our customers seek lower-emissions products, employees voice their concerns about climate change, and investors seek information about our climate-related risks and opportunities.

Our commitment to net-zero by 2040

In 2018, we set two GHG emissions reduction targets with the Science Based Targets initiative (SBTi). We were one of the first 104 companies globally to have our science-based targets approved.

Since setting these targets, our world and business have significantly changed. We have learned more about our changing climate and seen a significant increase in customer demand for lower-emissions products and engagement from other stakeholders.

Combined with accelerated progress against our targets, our growth, and the drive to future-proof our business in our ever-changing world, Tennant



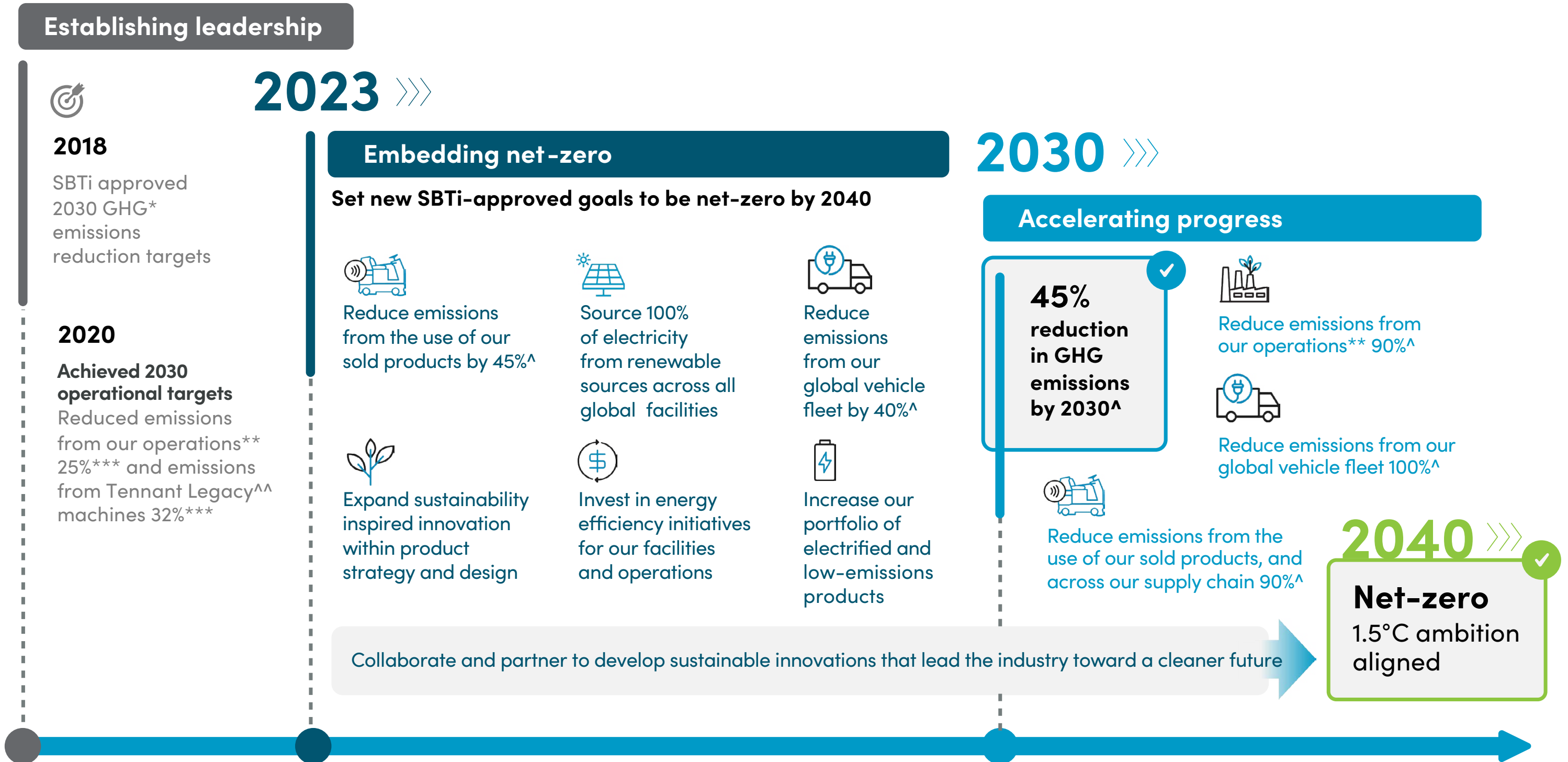
Photo by Martin Lieser, Tennant employee

Company, utilizing [SBTi's Corporate Net-Zero Standard](#), drafted near- and long-term company wide net-zero targets.

In 2023, these targets underwent SBTi's validation process and were approved, and Tennant is leading the way in the cleaning equipment industry with our net-zero by 2040 targets. At the time of our target approval (fall 2023), Tennant Company was one of only 500 companies globally with science-based net-zero targets validated by SBTi, cementing our climate leadership. Our approved targets are illustrated on our net-zero roadmap (Figure 4).



Figure 4

Our roadmap to net-zero

*Greenhouse gas emissions | ** Scopes 1 and 2 | *** 2016 baseline year | ^2021 baseline year | ^^ Tennant Legacy is defined as Tennant Company before the IPC acquisition in 2017 and Gaomei acquisition in 2019.

We are also members of [Race to Zero](#), the world's largest coalition of non-state actors, including companies, cities, and financial, educational, and healthcare institutions, to take rigorous and immediate action to halve global emissions by 2030 and deliver a healthier, fairer, net-zero world.

In 2023, with the implementation of our *Thriving People. Healthy Planet.* sustainability framework, we established three cross-functional workstream teams to accomplish our climate & energy impact area goals. These impact area workstream teams are made up of representatives from our global facilities and operations, real estate, fleet management, human resources, service, supply chain, engineering, product marketing, and sustainability departments. These key stakeholders bring the expertise and experience required to develop roadmaps, define key performance indicators, and implement the appropriate strategies to achieve net-zero by 2040.

Progress toward our net-zero targets can be found in the [Thriving People. Healthy Planet. progress report](#) and in the [greenhouse gas \(GHG\) emissions section](#) of this report.

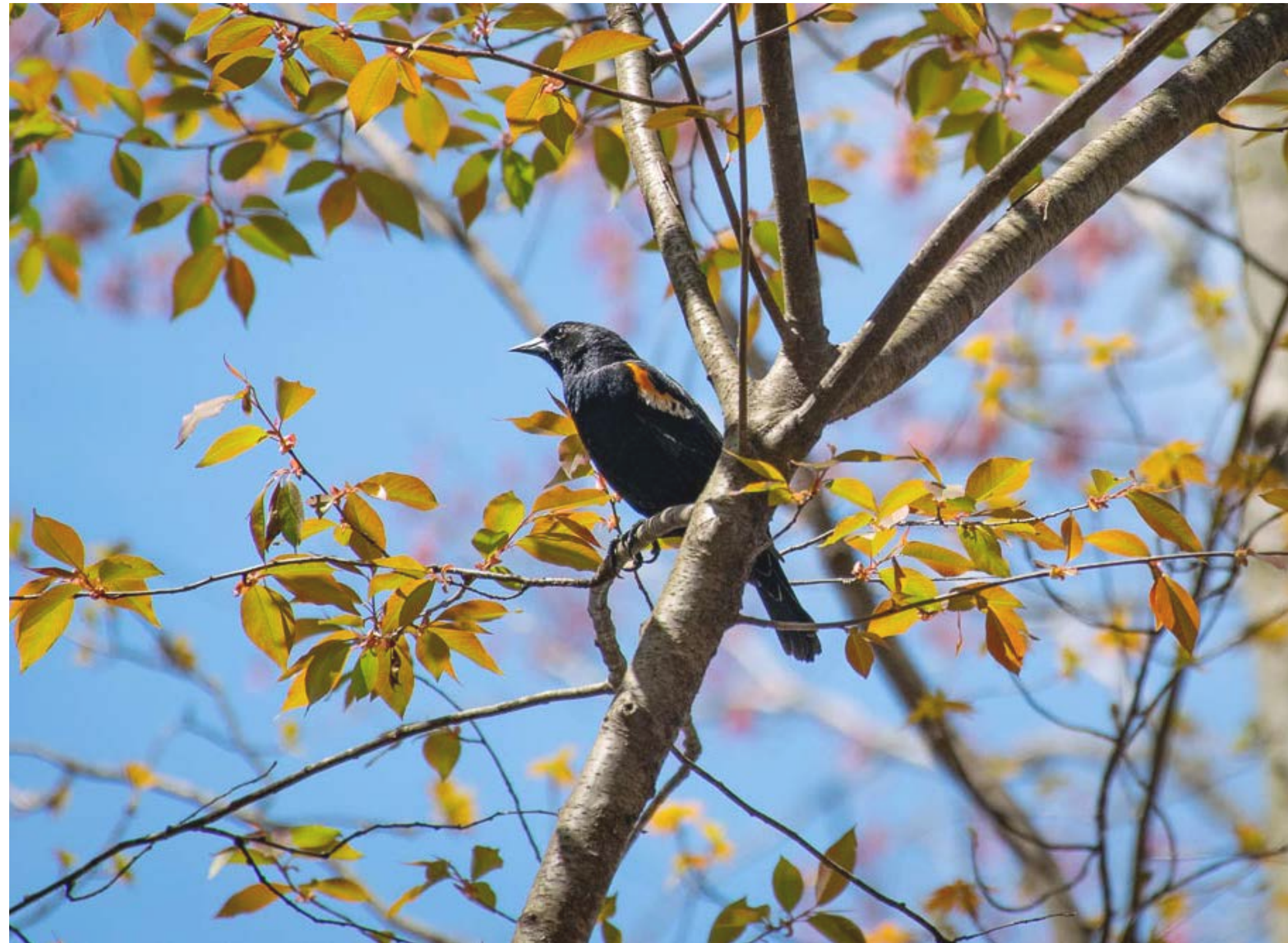


Photo by Sarah Mauragis, Tennant employee

Greenhouse gas (GHG) emissions

To achieve net-zero by 2040, we aim to source electricity from renewable sources, eliminate emissions from our global vehicle fleet, continue to invest in energy efficiency initiatives, and partner with our customers to drive emission reduction innovations, such as electrification and lithium-ion batteries, through our products.

Our SBTi-validated near-term net-zero target is to reduce absolute scope 1 and 2 GHG emissions 45% by 2030 from a 2021 base year. In 2023, GHG emissions from our operations and fleet (scope 1 and 2) decreased by 13% from 2021 (Table 7). We also committed to reducing scope 3 GHG emissions from the use of sold products 45% by 2030 from a 2021 base year. In 2023, GHG emissions from the use of our products (scope 3, category 11) decreased by 8% from 2021 (Table 8). 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, 2023 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, 2023](#).

Table 7

Near-term net-zero target: reduce scope 1 & 2 GHG emissions 45% by 2030*

Scope 1 and 2 GHG emissions	2023	2022**	2021 base year	Unit
Scope 1 GHG emissions	21,802.1	23,237	24,105.6	mT CO2e
Scope 2 (market-based) GHG emissions	837.4	1,357	1,903.6	mT CO2e
Combined scope 1 and 2 (market-based) GHG emissions	22,639.5	24,594	26,009.2	mT CO2e
Change in scope 1 and 2 (market-based) GHG emissions from 2021 baseline	-13%	-5%	-	Percentage

Table 8

Near-term net-zero target: reduce scope 3, category 11, use of sold products GHG emissions 45% by 2030*

Scope 3, category 11 GHG emissions	2023	2022**	2021 base year**	Unit
Scope 3, category 11 GHG emissions	473,784	477,149	515,997	mT CO2e
Change in scope 3, category 11 GHG emissions from 2021 baseline	-8%	-8%	-	Percentage

*Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard
 **Reference GRI disclosure 2-4 for restatement information

Renewable energy

As part of our commitment to net-zero by 2040, we will source 100% renewable electricity across all our global facilities by 2030. In 2023, we established an impact area workstream team dedicated to sourcing renewable electricity for our global operations. The total renewable energy purchased and produced represents 92% of all electricity consumed across the Company (Table 9).

We increased our renewable energy production by investing in on-site solar panels at our manufacturing plant in Limeira, Brazil, and 2023 was the first full year of operation. We began investing in on-site solar at our manufacturing plants in Italy. These projects are expected to be operational in 2024. We also sourced renewable energy by purchasing energy attribute certificates (EAC). We purchased Renewable Energy Credits (RECs) and Guarantees of Origin (GOs) for electricity consumption at multiple facilities, including our operations in the United States, Canada, Italy, the Netherlands, Norway, the UK, and Germany.

Fleet emissions

To achieve our net-zero by 2040 targets, we will reduce emissions from our global vehicle fleet 40% by 2030 and 100% by 2040. In 2023, we established an impact area workstream team dedicated to reducing emissions from our global vehicle fleet. The team identified areas to incorporate electric vehicles into our fleet, initiated a refresh of our fleet management policies, and began developing other driver behavior initiatives to help further reduce emissions. In 2023, GHG emissions from our global fleet decreased by 8% from 2021 (Table 10).



Solar panels on Italy manufacturing plant

Table 9

Goal: source 100% of global electricity from renewable sources*

	2023	2022	2021	2020	2019	Unit
Renewable electricity**	18,834	21,177	23,059	20,362	15,253	MWh
Total electricity used	20,554	23,871	26,057	25,367	28,332	MWh
% of total electricity used	92%	89%	88%	80%	54%	Percentage

Table 10

Goal: reduce global fleet emissions 40% by 2030*

	2023	2022	2021 base year	Unit
Global fleet emissions	14,389	14,903	15,605	mT CO ₂ e
Change in global fleet emissions from 2021 baseline	-8%	-4%	-	Percentage

*Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard

**Reference GRI disclosure 2-4 for restatement information

Value chain emissions

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 from all 15 categories across the value chain, including upstream and downstream sources. This assessment was completed for 2021, our net-zero target base year, and a materiality threshold was determined. The materiality of each category will be reassessed at least once every five years. Table 11 details our 2023 Scope 3 inventory.

Reducing value chain emissions requires collaboration with suppliers, customers, and other stakeholders. This collaboration is featured in [SBTi's Scope 3 best practices in the greenhouse gas management guidance document](#) which highlights our innovations in product design to reduce our value stream emissions.

We actively engage with our customers to improve efficiency, reduce emissions, and promote sustainable practices. We are proud supporters of CDP, and we annually disclose through the climate change program and respond to the supply chain questionnaire on behalf of our customers. In 2023, we received our sixth consecutive A- Leadership level score.

Table 11

Scope 3 GHG emissions inventory*

	Scope 3 Category	2023	2022	2021	Unit	Scope 3 (%)	Materiality**
UPSTREAM	1: Purchased goods and services	148,202	129,015	155,795	mT CO2e	21.3%	Material, calculated
	2: Capital goods	4,160	2,463	723	mT CO2e	0.6%	Not material, calculated
	3: Fuel- and energy-related	-	-	-	-	-	Not material, not calculated
	4: Upstream transportation and distribution	64,842	85,826	33,515	mT CO2e	9.3%	Material, calculated
	5: Waste generated in operations	1,026	604***	71	mT CO2e	0.1%	Not material, calculated
	6: Business travel	2,495	4,146	1,037	mT CO2e	0.4%	Not material, calculated
	7: Employee commuting	2,201	5,865	10,764	mT CO2e	0.3%	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	473,784	477,149***	515,997***	mT CO2e	68.0%	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
Combined material and calculated scope 3 emissions		696,710	705,068	717,902	mT CO2e	100%	

*Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard

**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

***Reference GRI disclosure 2-4 for restatement information

Impact area: water & chemical use

Water is a critical and finite resource. Communities across the globe are experiencing more droughts and floods, as well as a lack of access to reliable and clean water. We have also seen increased engagement from our investors and regulatory entities on water access and quality issues. We will improve water stewardship in our operations and continue to design products that require fewer cleaning chemicals and less water to clean.

Establishing baselines

We have a legacy of leadership in developing innovations that require fewer chemicals and less water. Eco-mode, adjustable solution flow, and **ec-H2O NanoClean® technology** are our innovations that reduce water and chemical usage during the cleaning process. By continuing to drive innovations into our operations and products, we can reduce our water footprint and help our customers reduce their water impacts.

In 2023, we responded to the CDP Water questionnaire for the first time and identified the opportunity to better understand the impact of our global operations on water withdrawals, access, and quality in the communities where we operate. As a result, we set the goal to establish water

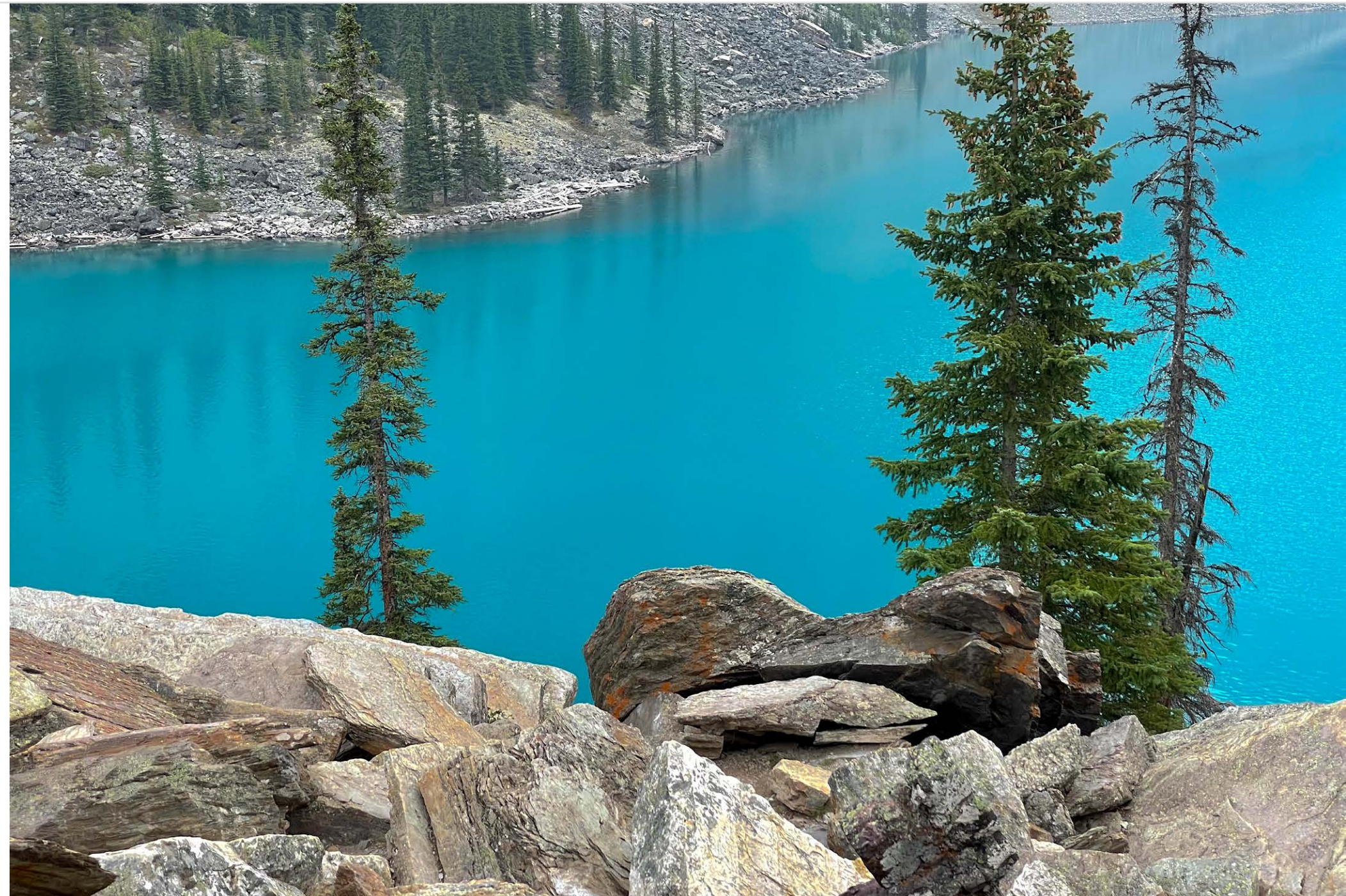


Photo by Malisa Lieser, Tennant employee

consumption baselines for our manufacturing facilities. To accomplish this, we will collaborate with our global manufacturing facilities and operation teams to establish a cross-functional impact area workstream team, develop a process for collecting

water data, and determine baselines for at least five manufacturing facilities in 2024. We look forward to reporting progress on this initiative in future sustainability reports and other ESG disclosures.

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 can provide measurable sustainability improvements. Each year, Tennant invests approximately 3% of sales into research and development to drive innovations that move our industry forward, including autonomous mobile robots and further embedding circularity, repairability, and end-of-life care into our products.

We already provide electrically powered equipment that reduces greenhouse gas emissions compared to internal combustion engines. We also offer water management solutions that reduce the water needed



to clean and technology that eliminates the need for detergents or chemicals in the cleaning process. We recondition equipment that helps close the loop on the life cycle of our products and manufacture products that incorporate recycled materials, minimizing the need for virgin raw materials.

We proudly offer a variety of **products with industry credentials and approvals**, as well as machines that support certifications such as the **WELL Building Standard** and **Leadership in Energy and Environmental Design** (LEED).

Yet global challenges are accelerating, as are our stakeholders' expectations for how we design and manufacture our products. We have seen a significant increase in demand for lower-emissions products

from our customers who have their own sustainability goals and are seeking partners to help reach them.

Incorporating sustainability into our product development process has been core to our product strategy. In 2014, we established a sustainability target setting and tracking system for our product development process. Since implementation, we have set 46 environmental impact improvement targets and achieved over 80% at the product launch. These targets were centered on the core components of our cleaning machines and included improvements such as increasing water efficiency and reducing power consumption during the product use phase. As we began to implement and integrate our *Thriving People. Healthy Planet.* sustainability framework, we refreshed our approach to product sustainability.



In 2023, we concentrated our efforts on enhancing how we integrate sustainability throughout the life cycle of our products and the goal-setting process. We established a cross-functional team dedicated to circular products and incorporating sustainability into our product development process. The team is comprised of representatives from global research and development, engineering, product marketing, and sustainability and initiated a more integrated approach to enhancing the circularity and sustainability of our products and solutions.

In direct response to the increase in demand for lower-emissions products from our customers, the workstream team determined the need to better understand our products' impact. As a result, we initiated product family life-cycle assessments in 2023 that will be completed in 2024. The results of these assessments will provide actionable data for our research and development teams to use, as well as enhance the process for calculating our products' impact throughout their usable life, from production to end-of-life.

Also in 2023, the team evaluated the numerous sustainability-related customer inquiries we have received over the past several years, as well as sustainability areas where our machines have significant influence. These areas were categorized and five themes emerged where we can drive the most impact throughout the life cycle of our products. These themes will be embedded into our existing product line strategies as well as the product development process so we continue help our customers achieve their sustainability goals. These themes are:

- **Circular products & waste:** engineering parts with less plastic, using recycled materials to create components, and designing recyclable parts
- **Climate & energy:** reducing the use phase emissions of our products through electrification and energy use reduction
- **Shared spaces:** supporting clean and healthy spaces for our communities
- **Social impact:** designing for a diverse operator group by providing safe and ergonomic equipment
- **Water & chemical use:** maintaining high cleaning and quality standards while using less water and chemical-free cleaning solutions

Figure 5

Tennant product sustainability themes



In addition to building these themes into our product line strategies and new product development, we are also incorporating them into our innovation process. Our long-standing innovation process has helped enable Tennant to continue to bring new products and solutions to reinvent how our customers clean. We established this process because we recognize that developing new technologies requires additional time and resources that may fall out of the scope of our standard product development process. In 2023, our product sustainability workstream team established a sustainability vector and incorporated it into our innovation process to drive dedicated time and resources into developing new sustainable technologies that can be incorporated into future product development.

RECON program

At Tennant Company, we design our products with an enhanced focus on durability and quality, and to have more than one life. Our **RECON program** has offered our customers reconditioned equipment for decades. This program helps to close the loop on the life cycle of our products and contributes to a circular, versus the traditional linear, economic model.

Reconditioning starts with a used machine returning to Tennant through a buy-back or trade-in program. The machine is assessed and rated based on its



condition and will either be cleaned and repaired for resale or dismantled for recycling. We recondition machines deemed appropriate to three different tiers:

- Certified pre-owned
- Used
- As-is

Each tier requires a different level of reconditioning, and the 'newness' and quality of the resulting product will depend on the tier. RECON machines that have been assessed and deemed appropriate for reconditioning, are thoroughly inspected, and components with excessive wear are replaced. After the machine is returned to a high quality and functional state, it goes through an exterior restoration where many machines emerge looking brand new. Finally, the machines undergo a comprehensive quality check and are delivered to the customer with labor and parts warranties appropriate to their reconditioned tier.

We have reconditioning teams, resources, and facilities in:

- Toronto, ON, Canada
- Minneapolis, MN, USA
- Dallas, TX, USA
- Zaragoza, Spain
- Limeira, Brazil
- Aguascalientes, Mexico
- Sydney, Australia

We have experienced increased interest in RECON machines from our existing and new customers, as these pre-owned products provide reliable cleaning power and quality at an affordable price.

This business model enables us to manage the end-of-life of our products better and extend their valuable life.



Recon, Brazil employees

Accelerating the adoption of robotic cleaning

Our autonomous mobile robots (AMRs) are revolutionizing the cleaning industry – providing substantial value by helping customers effectively manage costs, improve operational consistency, address labor shortages, re-deploy labor, and improve the customer experience.

Commercial cleaning professionals work in various settings, often at night and on weekends, to make our shared spaces clean, sanitary, and inviting for employees and visitors. This work can be physically taxing, especially if the cleaner frequently bends, sweeps, and scrubs. Like all employees, commercial cleaning professionals also want to feel safe and productive. They want to know that their work has value and that their company will invest in their success.

Our robotic cleaning machines help our customers solve labor shortages by driving labor efficiencies. They are built to perform redundant tasks alongside their human counterparts, whose time can be reallocated to higher-skilled, more detailed, and hands-on tasks that only humans can do. They can also expand their skill set to include robot training



and management. This collaboration between robotic cleaning machines and their human co-workers helps companies and their employees be more productive and unlock new returns on clean.

We continue to focus on automating cleaning tasks by using robotics, which results in more sustainable products and more value for our customers. Robotic scrubbers integrate seamlessly with existing cleaning protocols.

ISO 9001 & 14001 certification

Tennant Company utilizes quality management systems (QMS) based on the ISO 9001 standard to ensure high and consistent quality throughout our operations. Obtaining the [ISO 9001 certification](#) for 16 of our facilities demonstrates our commitment to meeting customer expectations, continuous process improvement, and ongoing optimization.

Additionally, eight of our global locations obtained the ISO 14001 standard for Environmental Management Systems (EMS), an international standard that sets requirements for an environmental management system. It helps organizations improve environmental performance through more efficient resource use and waste reduction. More information can be found on our [Commitment to Quality web page](#).

Figure 6

ISO 9001- and 14001-certified locations



IPC carbon footprint analyses

We have been partnering with customers to provide information regarding the environmental impact of our products, enabling them to make informed decisions about their cleaning selections. To accurately and transparently measure the carbon emissions of our products over their lifetime, IPC sought ISO 14067 certification in collaboration with a third-party assurance provider.

The total emissions of the products with this certification have been analyzed throughout the machine's life. Additionally, customers can use onboard telematics to actively monitor the carbon emissions of their machines on a use-by-use basis. This offers more details on the impact of using a machine and helps customers develop cleaning programs that minimize carbon emissions while still providing an excellent clean for their facilities.

IPC currently offers [eight scrubber dryer machines with ISO 14067-certified carbon footprints](#) and plans to continue certifying more products to provide customers with an excellent selection of options.



CT15 B35



CT30 B35



CT40 BT50



CT70 BT70



CT51 BT55



CT71 BT70



CT80 BT55



CT110 BT85

IPC has quantified the carbon footprint of 8 scrubber dryers. For each one, the environmental impact of GHG emissions on climate change is measured.

Waste

At Tennant Company, we are committed to continuously adapting our design, operational, and manufacturing processes to reduce waste.

As we activated our *Thriving People. Healthy Planet.* sustainability framework in 2023, we established a cross-functional team dedicated to developing and implementing a comprehensive waste reduction playbook at our manufacturing plant in Golden Valley, Minnesota, that can be deployed across our global



operations. A comprehensive approach to waste management has been an integrated part of the plant operations for many years, including prioritizing waste prevention, minimization, and responsible disposal. To track the progress of these efforts, the team aligned our waste data collection processes with global best management practices to establish a baseline for the total waste generated. The team also identified the various methods waste is being diverted from the landfill or incineration and established baselines for each. The diversion methods include recycling, organics recycling, and waste-to-energy (Table 12).

We look forward to deploying these learnings globally as we extend our waste management program beyond our manufacturing plant in Golden Valley, MN. Also, in 2023, we enhanced our waste and recycling data collection processes to capture this information from more of our facilities, and we diverted an estimated 7,576 metric tonnes of materials across our global operations. We look forward to continuing to integrate our waste management practices, data collection processes, and waste goals across our business.

In 2023, the Golden Valley, Minnesota manufacturing plant diverted over 99% by weight of the total waste generated away from the landfill or incineration (Table 12).

Table 12

Goal: establish waste diversion baseline at Golden Valley, MN manufacturing plant

	2023	2022	Unit
Total waste recycled*	1,951	1,821	Metric tonnes
Total waste waste-to-energy	56	70	Metric tonnes
Total waste landfilled	2	1	Metric tonnes
Total waste incinerated	1	1	Metric tonnes
Total waste generated**	2,011	1,893	Metric tonnes
Total waste diverted***	2,007	1,892	Metric tonnes
Diversion rate	99.8%	99.9%	Percentage

*Includes single-stream recycling and organics recycling
 **Data does not include construction and demolition waste
 ***Total waste diverted includes the following disposal methods: recycled and waste-to-energy



Governance

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**.

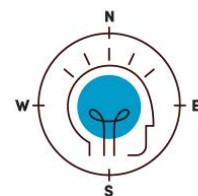


Our code of conduct

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.

As part of our ongoing commitment to being an ethical company, we unveiled an updated Code of Conduct in 2023. Our new and enhanced Code is more than just a set of rules that cover existing topics. It is a reflection of our values and principles that provide even more 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.

ETHICS & CORPORATE COMPLIANCE
INTEGRITY IN EVERY MOMENT



Spain AMR Open Day

Continuous improvement program enhancements

As part of our commitment to going above and beyond what is required of us, we are dedicated to enhancing and streamlining Tennant Company's Ethics & Corporate Compliance Program. This commitment allows us to stay ahead of compliance challenges and reflects our unwavering commitment to fostering a culture of compliance excellence. For example, we launched a refreshed ethics hotline

intake website. The refresh offers reporters easy access to additional resources and feedback options in a user-friendly format while providing administrators with enhanced reporting and analytics. In addition, we streamlined the conflicts of interest process to increase efficiency and make reporting issues more accessible for our employees.

Our suppliers

In order to fully realize the ambitions outlined in our *Thriving People. Healthy Planet.* sustainability framework, we must also look to our supply chain. Our supply chain plays a vital role in our sustainability objectives, and we value the partnership with our suppliers in achieving them.

A fundamental concept within our *Thriving People.* pillar is ensuring we positively affect the lives of those we engage with, both internally and externally, including our supply chain. 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](#). Our [Supplier Core Expectations](#) outlines our zero-tolerance policy relating to forced labor, human trafficking, child labor, and discrimination. It promotes reasonable working conditions and wages, anti-corruption, compliance, and reporting.

Tennant contributes to a healthier planet by reducing greenhouse gas emissions, improving product design and efficiency, and reducing waste. We expect our suppliers to do the same. Our suppliers should conduct business in a way that demonstrates respect for the environment and shares in our commitment to conserve natural resources.

In 2023, as part of our *Thriving People. Healthy Planet.* strategy activation work, we established a cross-

functional team dedicated to supplier sustainability engagement. This team is responsible for governing our interactions with suppliers to achieve our sustainability objectives. Supply chain inputs are essential, and we expect our suppliers to help us in our journey toward a more transparent, sustainable supply chain. This means participating in trade compliance assessments and responsible material sourcing surveys, sharing diverse-owned business status information, and other focused activities to confirm compliance with our expectations.

We are building upon this momentum to advance our efforts in 2024. In conjunction with Tennant's targeted efforts aimed at addressing our social and environmental impacts, our suppliers will play an important role in helping us achieve our business and sustainability goals. We look forward to the difference we can make together.

Responsible mineral sourcing

Tennant Company is concerned with potential links between the illegal extraction and trade of natural resources, human rights violations, conflict, and environmental degradation. As such, Tennant has established a due diligence and management system for conflict minerals. Conflict minerals are classified as cassiterite, columbite-tantalite, gold, wolframite, and their derivatives are limited to tin, tantalum, tungsten, and gold ("3TG"). Tennant Company is an active Responsible

Minerals Initiative (RMI) member and has served on a Smelter Engagement Team responsible for auditing gold smelters in Brazil for conformance to the Responsible Minerals Assurance Process (RMAP). We are dedicated to staying up to date on best practices and industry-wide initiatives pertaining to conflict minerals, as evident in Tennant's [Conflict Minerals Policy](#).

Tennant uses a third-party service provider to support our Conflict Minerals Program. This program includes assessing and responding to the risks identified in the supply chain and prioritizing suppliers with a strong ESG record. One aspect of this assessment is to evaluate supply chain information regarding 3TGs, identify potential risks, and develop and implement additional due diligence steps that the Company will undertake with suppliers regarding conflict minerals. All suppliers are required to fill out a conflict mineral reporting template to identify where minerals are being refined and smelted.

Our Conflict Minerals Program is implemented, managed, and monitored through our enterprise risk management program, including an Oversight Committee sponsored by the General Counsel and management-level representatives. This group meets as needed to gauge progress, approve extraordinary spending, and coordinate communication with the Audit Committee of our Board of Directors.



About this report

Scope

This 2024 (FY23) Sustainability Report was published in June 2024 and reflects activities and initiatives in our 2023 fiscal year (January 1, 2023 – December 31, 2023). All quantitative company data, unless otherwise stated, reflects the fiscal year 2023. In this report and greenhouse gas inventory, we apply the operational control approach in alignment with the [Greenhouse Gas Protocol's Corporate Standard](#). The reporting

boundary includes Tennant Company's owned and leased facilities and Sales & Service fleets. The reporting boundary for 2023 shows minimal changes from 2022. Based on an analysis of the facility ownership, rental, lease arrangements, and utility usage, we have identified 48 facilities as material. All fleets in countries with direct sales and service presence are within the reporting boundary. The facilities outside

the boundary are, in the aggregate, less than 1% of our total emissions and energy consumption. 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, 2023 and our most recent CDP Climate Response, which is publicly available on [our investor website](#).

Structure

This report builds on previous years' initiatives and report content. Our last report, the [2023 \(FY22\) Sustainability Report](#), was published in August 2023. Tennant Company's core business model, governance, policies, practices, customers, and stakeholders changed little between 2022 and 2023. This report uses the Global Reporting Initiative's (GRI) definition of double materiality, which differs from the definition used for filings with the Securities and Exchange Commission (SEC). Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.

This report was written for a broad range of stakeholders, including but not limited to our employees, customers, suppliers, investors, and nonprofits. It utilizes the Global Reporting Initiative (GRI) framework in this report's [Index](#) section.



Photo by Kelsey Rollag, Tennant employee

Stakeholder engagement

Engagement and collaboration were integral to launching our *Thriving People. Healthy Planet.* sustainability framework in 2023, providing strategic direction to our commitments, investments, and actions. As part of our most recent materiality assessment, we established a cross-functional team of internal stakeholders who participated in workshops to evaluate the results and the intersections between the material issues to build our new sustainability strategic framework. We also engaged customers, investors, and partners in this process to better understand what issues were important to them

and where they felt Tennant Company could have the most significant impact.

Other stakeholders we routinely engage include our suppliers, government and other regulatory entities, trade organizations and partners, and the communities in which we work. We will continue to look to all our stakeholders for their valued perspectives as we implement the new framework, set goals, and develop action plans. Table 13 on the next page provides an overview of our stakeholder engagement process.

Table 13

Stakeholder engagement

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

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 these goals' vital role in equitable, inclusive, sustainable development. The UN SDGs were source material for our materiality assessment and influenced our new sustainability strategic framework. As participants in the United Nations Global Compact, 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.

By prioritizing these SDGs and integrating them into our sustainability strategy and operations, we believe we can drive positive social, environmental, and economic impacts while contributing to the global effort to achieve the UN Sustainable Development Goals.

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



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



SUSTAINABLE DEVELOPMENT GOALS



Environmental, social, and governance (ESG) metrics

Metric	2023	2022	2021	Notes	
Environmental Greenhouse gas emissions ¹	Scope 1	21,802.1 ²	23,237 ³	24,105.6	mT CO ₂ e
	Scope 2 (location-based)	8,371 ²	9,250 ³	10,202	mT CO ₂ e
	Scope 2 (market-based)	837.4 ²	1,357 ³	1,903.6	mT CO ₂ e
	Scope 3, Category 1, purchased goods and services	148,202 ²	129,015	155,795	mT CO ₂ e
	Scope 3, Category 2, capital goods	4,160	2,463	723	mT CO ₂ e
	Scope 3, Category 4, upstream transportation and distribution	64,842 ²	85,826	33,515	mT CO ₂ e
	Scope 3, Category 5, waste generated in operations	1,026	604 ³	71	mT CO ₂ e
	Scope 3, Category 6, business travel	2,495	4,146	1,037	mT CO ₂ e
	Scope 3, Category 7, employee commuting	2,201	5,865	10,764	mT CO ₂ e
	Scope 3, Category 11, use of sold products	473,784 ²	477,149 ³	515,997 ³	mT CO ₂ e
Renewable energy purchasing	Renewable electricity purchased ³	18,834	21,177	23,059	MWh
	% of total electricity used	92%	89%	88%	
Total amount of waste recycled	7,576	3,387 ³	3,900	metric tonnes	
Total number of locations with ISO 9001 Quality management certification	16	—	—		
Total number of locations with ISO 14001 Environmental Management Systems certification	8	7	—		

¹Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard

²Deloitte & Touche LLP performed a review relating to the specified information in the [Greenhouse Gas \(GHG\) Emissions Statement for the Year Ended December 31, 2023](#).

³Reference GRI disclosure 2-4 for restatement information



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

³Reference GRI disclosure 2-4 for restatement information

⁴Tennant Sales and Service Company



Metric		2023	2022	2021	Notes
Company ethics	Number of ethic hotline reports	20	3	16	
	Percent of ethic hotline reports closed	90%	100%	100%	
	Average days ethics hotline reports are open	25	23	50	
ISS ratings	ESG	C	C	C	
	Environmental	3	3	3	
	Social	2	2	6	
	Governance	2	3	2	
Sustainalytics ESG Risk Rating		23.2	23.54	24.11	
EcoVadis		Bronze	Bronze	Bronze	
CDP Climate Program		A-	A-	A-	
MSCI		AA	AA	A-	

Governance

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 2023 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@tenantco.com.

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—large or small, private or public—to report on their sustainability impacts consistently and credibly. This enhances global comparability and enables organizations to be transparent and accountable.

To prepare for the EU CSRD, we began aligning our current reporting and disclosure strategy with the European Sustainability Reporting Standards (ESRS). As a result, we have mapped the GRI standards that we report to with the ESRS in the following index.

If a disclosure detail is found in a separate document, that document is linked with the appropriate reference page to locate the content. All other information is included in the disclosure statement.

ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
	2-1	Organizational Details	About Tennant Company section 10-K pgs 3, 15, 75 - Exhibits 3.1 - 4.1	Headquarters located at: 10400 Clean Street, Eden Prairie, MN 55344
ESRS 1 and 2	2-2	Entities included in the organization's sustainability reporting	10-K pg 15	<p>All entities in Tennant Company's financial reporting are also included in its sustainability reporting.</p> <p>The consolidated financial statements include the accounts of the Company and its subsidiaries.</p> <p>We are organized into four operating segments: North America; Latin America; Europe, Middle East, Africa; and Asia Pacific. We combine our North America and Latin America operating segments into the "Americas" for reporting net sales by geographic area. In accordance with the objective and basic principles of the applicable accounting guidance, we aggregate our operating segments into one reportable segment that consists of the design, manufacture and sale of products used primarily in the maintenance of nonresidential surfaces.</p>
ESRS 1	2-3	Reporting period, frequency and contact point	10-K pg 15	The reporting period for this sustainability report is January 1, 2023 - December 31, 2023, and is published annually. This is the same reporting period as our annual financial reporting. The publication date of this sustainability report is 06/27/2024. Questions and comments about this report can be directed to: SustainabilityReport@tennantco.com .
ESRS 2	2-4	Restatements of information		<p>In October 2022, the Science Based Target initiative completed its validation of Tennant's net-zero targets. The process was completed after the publication of the 2023 (FY22) Sustainability Report. Additionally, in 2023 Tennant Company completed readiness assessments of various sustainability and ESG data. As a result of these projects, the following data points are restatements:</p> <ul style="list-style-type: none"> 2022 Operations DART rate 2022 Scope 1, Scope 2 market-based and location-based emissions 2022, 2021 Scope 3, category 11 emissions 2022, 2021, 2020, 2019 megawatt hours of electricity from renewable sources (renewable electricity) 2022 Scope 3, category 5 emissions 2022 total amount of waste recycled 2021 average hours of employee training
	2-5	External assurance	Assurance statements	At this time, there is no external assurance of the 2024 (FY23) Sustainability Report. Deloitte & Touche LLP performed a review relating to the specified information in the Greenhouse Gas (GHG) Emissions Statement for the Year Ended December 31, 2023 .



ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
ESRS 2	2-6	Activities, value chain and other business relationships	About Tennant Company section 10-K pgs 3, 45-46	<p>We are not prohibited from entering any intended market for any product or service; however, we do not enter all markets due to various strategic or business reasons. There were no significant organizational changes made in 2023.</p> <p>With Tennant Company's complex and broad product line, we have many different direct material supplier groupings like batteries, chargers, castings, engines, motors, and drives. We have several suppliers in most direct material groups, and many of these suppliers have some facilities in advanced economies like the EU, US, Japan, China, and Mexico. Sole sourcing creates risk, and more diverse sourcing creates complexity, so a strategic supplier approach is required to achieve a good balance. We consider our supply chain partnerships confidential and, in general, choose not to disclose details on specific suppliers.</p> <p>In 2023, we made considerable efforts to expand our dual sourcing and localization efforts to reduce risk and complexity. We have developed a proactive monitoring process and incorporated an escalation process for high-risk supply continuity.</p>
ESRS 2 and S1	2-7	Employees	About Tennant Company section Table 2 Table 3 Table 4 10-K pgs 6-9	<p>Total number of employees: 4,457</p> <p>Tennant Company reports employee numbers as Headcount and not FTE. Temporary employees are organized at the team and business level; therefore, we do not have a complete temporary employee count for the entire enterprise.</p>
ESRS 2 and G1	2-9	Governance structure and composition	Governance Committee Charter Proxy pgs 15-23	<p>Tennant Company is governed by our Board of Directors, which has four standing Board Committees: Audit, Compensation, Executive, and Governance. Each Tennant Company Board of Directors committee has a written charter covering the committee's purpose and responsibilities. The Charters and Corporate Governance Principles for Tennant Company's Board Committees are available at investors.tennantco.com. More information is available in our Proxy.</p>
	2-10	Nomination and selection of the highest governance body	Proxy pgs 18-23	
	2-11	Chair of the highest governance body	Proxy pg 15	<p>Donald L. Mulligan served as the Chairman of the Board in February 2023.</p>
ESRS 2 and G1	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability at Tennant Governance Committee Charter Proxy pgs 14-15 CDP Climate Response	<p>The Board of Directors Governance Committee oversees the Company's sustainability programs, policies, and practices, including environmental, social, and corporate governance (ESG).</p> <p>In 2023, the Senior Director of Sustainability & ESG reported to the Senior Vice President, General Counsel and Corporate Secretary, who reports directly to the President and CEO and the Board of Directors. The Governance Committee receives an annual update from the Senior Director of Sustainability & ESG on progress toward sustainability and ESG targets. There is always the potential to discuss pressing matters on an as-needed basis.</p>
ESRS 2 and G1	2-13	Delegation of responsibility for managing impacts	Proxy pg 14-17 CDP Climate Response	<p>In 2023, the Senior Director of Sustainability & ESG reported to the Senior Vice President, General Counsel and Corporate Secretary, who reports directly to the President and CEO and the Board of Directors. With the Senior Director of Sustainability & ESG reporting directly to the C-Suite, the organization understands the importance of our sustainability and ESG commitments. The Senior Management Team (SMT), which consists of the company's C-Suite leaders, is responsible for enterprise performance and strategy, including sustainability and ESG initiatives. This group assigns enterprise accountability and allocates resources to implement sustainability and ESG strategies. The Senior Director of Sustainability & ESG oversees the Sustainability team, which is responsible for helping define the enterprise sustainability and ESG agenda, prioritizing issues, and driving impact. The team provides dedicated oversight of strategy, initiatives, and goals. The team collaborates with stakeholders to enable enterprise integration and progress.</p>



ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
ESRS 2	2-14	Role of the highest governance body in sustainability reporting	Governance Committee Charter	The annual sustainability report is reviewed by the Board of Directors Governance Committee and Senior Management Team (SMT), which includes the organization's material topics.
	2-15	Conflicts of interest	Proxy pg 17	
ESRS 2	2-16	Communication of critical concerns		All interested parties may communicate with the independent members of the Board of Directors by writing to the Chair of the Executive Committee at ATTN: General Counsel, Tennant Company, 10400 Clean Street, Eden Prairie, MN 55344. All communications will be delivered to the General Counsel, who will forward communications to the appropriate member(s) of the Board of Directors to address the matter.
ESRS 2	2-17	Collective knowledge of the highest governance body	Governance Committee Charter Proxy pgs 5-12 CDP Climate Response	The Board of Directors Governance Committee oversees the company's sustainability and ESG strategy, programs, policies, and practices. Members of our Governance Committee have experience in sustainability, environmental health and safety (EHS), shareholder activism, and other sustainability and climate-related issues. Their experience was gained both through their professional work and other corporate board services. The Senior Director of Sustainability & ESG and the Chief Legal Officer, present to the Governance Committee at least once a year to provide an update on the progress toward sustainability and ESG targets and to enhance the Committee's collective knowledge on ESG topics.
	2-18	Evaluation of the performance of the highest governance body	Proxy pg 18	
ESRS 2 and E1	2-19	Remuneration policies	Proxy pgs 30-48	
ESRS 2	2-20	Process to determine remuneration	Proxy pgs 30-49	
ESRS S1	2-21	Annual total compensation ratio	Proxy pgs 53	Although we have significant operations outside of the US, we do not currently report on country-specific pay. 2023 Pay Ratio: 98:1, CEO Pay: \$5,520,144, the median of annual total compensation of all employees: \$56,265.
ESRS 2	2-22	Statement on sustainable development strategy	Our leadership section Message from our CEO	
ESRS 2, S1, S2, S3, S4, G1	2-23	Policy commitments	Ethics & integrity Code of Conduct	We have a code of conduct, anti-corruption training, and a nondiscrimination policy available to all employees in digital and printed formats. One of the ways we communicate to employees about these policies is through our US policy intranet site and the US employee handbook. Acknowledgment/attestation that employees have read and reviewed the employee policies and handbook is required upon hire and each time a significant change applicable to them is made. Minor changes are communicated to employees through various channels. We have an ethics hotline to report ethics, discrimination, and unsafe workplace conditions. Anonymous reporting is available where allowed by law. Tennant Company's Human Rights Policy is publicly available on our sustainability page, under the People & Communities, in the documents section.
ESRS 2, S1, S2, S3, S4, G1	2-24	Embedding policy commitments	Governance section	



ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
ESRS S1, S2, S3, S4	2-25	Process to remediate negative impacts	Governance section	
ESRS S1, S2, S3, S4, G1	2-26	Mechanisms for seeking advice and raising concerns	Ethics & integrity Code of Conduct	We have a US employee handbook, ethics policy, anti-corruption training, and nondiscrimination policy available to all employees in digital and printed formats. We have an ethics hotline to report ethics, discrimination, and unsafe workplace conditions. Anonymous reporting is available where allowed by law.
ESRS 2, E2, S1, G1	2-27	Compliance with laws and regulations		In 2023 Tennant Company did not have any further non-compliance incidents as it relates to environmental laws and regulations.
ESRS 1	2-28	Membership associations	CDP Climate Response	American Association of Cleaning Equipment Manufacturers; International Sanitary Supply Association; EUnited Cleaning-The European Cleaning Machine Association; Cremona Energy Consortium; Environmental Initiative & MN Sustainable Growth Coalition; UN Global Compact; Canada Green Building Council; U.S. Green Building Council; Waste Wise Minnesota; NorthStar Initiative for Sustainable Enterprise; BSCAI; PRSM; SEAC; ABRALIMP; ABIMAQ; Cleaning Industry Research Initiative; CEB/Gartner Human Resources Practice Group; Minnesota Chamber of Commerce; Minnesota Business Partnership; National Association of Corporate Directors; Responsible Minerals Initiative; ICCMA (UK); VDMA (Germany); AFIMIN (France); AFIDAMP (Italy)
ESRS 2, S1, S2, S3, S4	2-29	Approach to stakeholder management	Table 13: Stakeholder engagement	
ESRS S1	2-30	Collective bargaining agreements	Social impact Tennant Company Human Rights Policy	Tennant Company recognizes an individual's right to collective bargaining. Collective bargaining agreements exist where required per local laws. 31% of employees are covered by a Collective Bargaining Agreement. (This dataset does not include Italy.) Tennant Company's Human Rights Policy is publicly available on our sustainability page, under the People & Communities, in the documents section.
ESRS 2	3-1	Process to determine material topics	About this report	
ESRS 2	3-2	List of material topics	Figure 1: Materiality matrix	
ESRS 2, S1, S2, S3, S4, G1, E5, E1, E2, E3, E4	3-3	Management of material topics	About this report	
	201-1	Direct economic value generated and distributed	10-K pgs 19-70	
ESRS 2 and E1	201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Response	



ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
	201-3	Defined benefit plan obligations and other retirement plans	10-K pgs 6-8, 55-61	<p>Tennant Company offers benefit plans to employees worldwide in compliance with local requirements and with consideration for local markets.</p> <p>In the United States and Canada: The Retirement Savings Plan match from the company at 75% on the first 4% of deferrals, or 3% total company match, beginning on the employees' hire date. 91% of employees participate in the U.S. plan, and 84% participate in the Canada plan. The savings plan offers a profit sharing option which has averaged 2.96% over three years.</p> <p>In Brazil: The retirement plan provides a 100% company match on the first 4% of employee contributions. 75% of employees participate in this plan.</p>
	201-4	Financial assistance received from government		<p>Tennant Company received financial assistance from governments in 2023.</p> <p>The Company received approximately €234,000 from the Italian government to compensate for increased energy costs and as incentives for energy efficiency projects.</p> <p>The Company received approximately CN¥2,275,828 from the Commerce Bureau of Hefei State High-tech Industry Development Zone for the production facility in Hefei and from the Shanghai Lingang Taopu Zhichuang City Economic Development Co., Ltd. for plant relocation subsidies.</p>
ESRS 1	202-2	Proportion of senior management hired from the local community	10-K pgs 6-7	Tennant Company is headquartered in Minnesota, USA, where our senior management team (Senior Vice President and above) is based. 66% (4 of 6) of our senior management team was hired from Minnesota.
ESRS 1	203-1	Infrastructure investments and services supported	Social impact Tennant Foundation	
ESRS S1, S2, S3	203-2	Significant indirect economic impacts	Tennant Foundation	
ESRS G1	205-1	Operations assessed for risks related to corruption		We comply with the provisions of the U.S. Foreign Corrupt Practices Act (FCPA) of 1977, the UK Bribery Act 2010, and other applicable ABAC (antibribery, anti-corruption) laws and regulations. Accordingly, our relevant policies prohibit any payments to persons, foreign officials, or foreign political parties for the purpose of obtaining, retaining, or directing business.
ESRS G1	205-2	Communication and training about anti-corruption policies and procedures		We regularly conduct online business ethics training across our employee base and online ABAC training to select job functions. Additionally, on a risk-based approach, we conduct supplemental live and web-based business ethics and ABAC training to select employees and third parties.
ESRS G1	205-3	Confirmed incidents of corruption and actions taken		None in 2023.
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		None in 2023.
ESRS E1	302-1	Energy consumption within the organization	CDP Climate Response	



ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
ESRS 1	302-2	Energy consumption outside of the organization	CDP Climate Response	
ESRS E1	302-3	Energy intensity	CDP Climate Response	
ESRS 1	302-4	Reduction of energy consumption	CDP Climate Response	
ESRS 1	302-5	Reductions in energy requirements of products and services	Circular products & waste	
ESRS 2 and E3	303-1	Interactions with water as a shared resource	Water & chemical use	
ESRS E1	305-1	Direct (Scope 1) GHG emissions	Climate & energy CDP Climate Response	
ESRS E1	305-2	Energy indirect (Scope 2) GHG emissions	Climate & energy CDP Climate Response	
ESRS E1	305-3	Other indirect (Scope 3) GHG emissions	Climate & energy CDP Climate Response	
ESRS E1	305-4	GHG emissions intensity	Climate & energy CDP Climate Response	
ESRS E1	305-5	Reduction of GHG emissions	Climate & energy CDP Climate Response	
ESRS E5	306-4	Waste Diverted from disposal	Circular products & waste	Estimated waste diverted from landfill and/or incineration totaled over 7,300 metric tons globally. Diversion methods include recycling, composting, organics recycling, and thermal waste to energy.
ESRS G1	308-1	New suppliers that were screened using environmental criteria	Our suppliers	A supplier evaluation tool is under development, with plans to include environmental criteria. This project was put on hold in 2023 due to priorities for supply continuity.
ESRS 2	308-2	Negative environmental impacts in the supply chain and actions taken		Tennant Company is not aware of any negative environmental impacts in the supply chain.



ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
ESRS S1	401-1	New employee hires and employee turnover	Measuring our progress	21.90% Global New Hire Rate for 2023 17.22% Global Turnover Rate for 2023 These rates do not include IPC employees in non-integrated countries.
ESRS S1	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee success Figure 3: Tennant Company wellness and well-being program overview	Tennant Company values our employees and their families. The company is committed to providing a competitive benefits package as part of a Total Rewards Paradigm (benefits, compensation, well-being, and recognition). Benefits for our different global locations are set up to follow local laws and regulations and to be competitive in the local market. In 2023, our compensation program included salaries, benefits, bonuses, incentives, stock awards, and retirement benefits. Global employee recognition: Tennant’s Applause program delivers timely, personalized, and meaningful recognition to employees globally. Individuals can nominate colleagues or teams for a monetary reward to recognize outstanding work or to send a quick thank you at any time. See Table 401-2 for the complete list of employee benefits. Benefits vary for global locations depending on local rules and regulations.
ESRS S1	401-3	Parental leave	Measuring our progress	In 2023, 194 employees took parental leave. Tennant Company designs its parental leave programs to comply with local law and regulations and to be competitive in the market. In the US, Tennant grants up to 12 weeks of leave as specified by the federal Family and Medical Leave Act (FMLA) for, among other things, a family member’s serious health condition and the birth or adoption of a child. In addition to a birth or adoption of a child, Tennant provides an employee with up to 40 hours of pay under Parental Leave if they have been employed for at least 12 months prior. Additional leave of absence for personal reasons may be granted when approved by appropriate management for up to six months. Personal reasons may include education, family issues, etc. Outside of the United States, leave varies by country and local law.
ESRS 1	402-1	Minimum notice periods regarding operational changes		Tennant Company does not have a defined notice period. The notice period is determined for each event based on business needs.
ESRS S1	403-1	Workers representation in formal joint management–worker health and safety committees		Tennant Company has health and safety committees at most manufacturing facilities globally. The committees include members of plant management and employees from the different departments at the facility.
ESRS S1	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Measuring our progress Employee success Table 1: Safety metrics	There were zero work-related fatalities in 2023 for Tennant Employees and Contractors. · Total Recordable Incidents Rate (TIRI): # recordable injuries X 200,000 hours ÷ Actual hours worked · Days Away, Rest and Transfer (DART) Rate: # of DART cases X 200,000 hours ÷ Actual hours worked Tennant Company uses the following definitions when reporting near misses, incidents, and injuries: Near miss: Anything considered unsafe. An event where no property was damaged and no personal injury was sustained but where, given a slight shift in time or position, damage and/or injury easily could have occurred. Something you walk away from or past and think to yourself someone could have been hurt, or that was close. Incident: An unplanned, undesired event that results in a personal injury requiring only in-house medical attention (i.e., band-aid), property damage, or spill. Injury: An unplanned, undesired event that results in a personal injury requiring outside medical attention.



ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
ESRS S1	404-1	Average hours of training per year per employee	Measuring our progress	<p>Our employees complete training at various points throughout the year, whether that be safety training, ethics training, orientation training, or machine operation training.</p> <p>Globally, employees completed over 40,000 hours of training through our various channels, including instructor in-person training, online training, and our e-learning platform, Tennant University.</p> <p>In 2023, we had an average of 9 hours of training per employee.</p>
ESRS S1	404-2	Programs for upgrading employee skills and transition assistance programs	Employee success	<p>Talent Management/Development: Tennant Company utilizes a talent review process to identify top talent, critical roles, and successors and plan individual development. Individual development plans are used to help employees enhance their skills and prepare them for future opportunities. In addition to the talent review, Tennant Company offers leadership development programs designed to help leaders understand the behavioral expectations associated with their leadership level. HR also deploys annual performance management training for current managers and employees to help them understand their roles and responsibilities.</p> <p>Tuition Reimbursement: All qualified employees are eligible for tuition reimbursement for approved courses.</p> <p>Transition Assistance/Career Management: Tennant Company offers outplacement and career management services through Career Partners International (CPI) for eligible US employees. The level of support varies based on the level of the employee.</p>
ESRS S1	404-3	Percentage of employees receiving regular performance and career development reviews	Employee success	<p>Through Tennant Company's annual performance review process, managers are asked to provide a performance review to all eligible employees with the goal of completing the review within one month of the scheduled common review date (April).</p>
ESRS 2 and S1	405-1	Diversity of governance bodies and employees	Employee success Table 2 Table 3 Table 4 10-K pg 7	<p>Tennant Company believes that an inclusive and diverse workforce contributes to our business success. The inclusion of diverse perspectives enables innovation and our ability to serve customers. We continue our DE&I focus through strategies which engage and educate our employees, promote inclusion, and drive effective governance.</p> <p>Tennant Company proudly continues our commitment to be an equal opportunity employer. We make employment decisions on the basis of individual skill, ability, reliability, productivity, and other factors important to performance.</p> <p>Women represent 50% of our executive management team and 33% of our Board of Directors as of December 31, 2023. 2 of our 9 Board of Directors members identify as BIPOC as of December 31, 2023.</p>
	405-2	Ratio of basic salary and remuneration of women to men	Employee success 10-K pg 7	<p>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 median total income for females was 99.6% of the median total income for males, suggesting there is no evidence of a gender pay gap in the United States at Tennant Company.</p>

ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
ESRS S1	406-1	Incidents of discrimination and corrective actions taken	Measuring our progress	In the ordinary course of business, allegations of discrimination may be received by Tennant Company through supervisors, representatives of Tennant Company's Human Resources organization, Tennant Company's Ethics Hotline, or external authorities. The Ethics Hotline number is available globally, and complaints may be made anonymously, where allowed by law. All allegations are promptly investigated using internal or external independent investigators. Tennant Company enforces a strict anti-retaliation policy to encourage employees to provide prompt notice of issues and to encourage early resolution. In addition, Tennant Company's internal audit team regularly monitors internal procedures and controls around our various Human Resources processes. Our Human Resources team responds to requests for information from external authorities, such as state and federal labor and government contracting authorities.
ESRS S1	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Core Expectations	In 2023 Tennant Company was not aware of potential risks to freedom of association or collective bargaining at our operations or suppliers. This is specifically addressed in our supplier code of conduct (supplier core expectations) which is publicly available on our website, and all suppliers are subjected to adhere to. Additionally, Tennant Company is a signatory of the United Nations Global Compact, demonstrating our support and efforts to align our strategies and operations with universal principals on human rights, labor, environment, and anti-corruption and take actions that advance societal goals. Principle #3 refers to upholding the freedom of association and the effective recognition of the right to collective bargaining.
ESRS 1	408-1	Operations and suppliers at significant risk for incidents of child labor	Supplier Core Expectations	Tennant Company's policy is that it will not employ nor knowingly engage with suppliers who employ workers younger than the minimum age prescribed by local law. In 2023, we updated our master supply agreement (MSA) in alignment with our core values and code of conduct with all suppliers. This is specifically addressed in our supplier code of conduct (supplier core expectations) which is publicly available on our website, and all suppliers are subjected to adhere to. Notwithstanding, Tennant Company's policy is not to employ nor knowingly engage with suppliers who employ workers younger than 15 years of age. Also, in 2023, we proactively increased focus on avoiding geographical locations suspected of engaging in forced labor or other practices that conflict with our code of conduct. Additionally, Tennant Company is a signatory of the United Nations Global Compact, demonstrating our support and efforts to align our strategies and operations with universal principles on human rights, labor, environment, and anti-corruption and take actions that advance societal goals. Principle #5 refers to the effective abolition of child labor.
ESRS S1 and S2	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Core Expectations	Tennant Company does not use, nor does it knowingly engage with suppliers who use, forced labor, whether in the form of prison labor, indentured labor, bonded labor, slavery, or otherwise. This is specifically addressed in our supplier code of conduct (supplier core expectations) which is publicly available on our website, and all suppliers are subjected to adhere to. Additionally, Tennant Company is a signatory of the United Nations Global Compact, demonstrating our support and efforts to align our strategies and operations with universal principles on human rights, labor, environment, and anti-corruption and take actions that advance societal goals. Principle #4 refers to eliminating all forms of forced and compulsory labor.
ESRS S1 and S2	412-2	Employee training on human rights policies or procedures		Employees are trained annually on our code of conduct, including Human Rights topics, policies, and procedures. Training included information on reporting functions, including the ethics hotline, which can accommodate Human Rights concerns.
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Supplier Core Expectations	100% of our suppliers who either sign our supply agreement form or provide products via PO (subject to our T&Cs) are subject to our Supplier Core Expectations (supplier code of conduct), which include human rights and are publicly available on our website. Our master service agreement (MSA) language aligns with our core values and code of conduct. Additionally, Tennant Company is a signatory of the United Nations Global Compact, demonstrating our support and efforts to align our strategies and operations with universal principals on human rights, labor, environment, and anti-corruption and take actions that advance societal goals. Principals #1 and #2 refer to human rights.



ESRS	Disclosure Number	Disclosure Title	Reference	Disclosure Statement
	414-1	New suppliers that were screened using social criteria	Supplier Core Expectations	Supplier evaluation tool is under development. A team is reviewing and updating the screening criteria to align with supplier code of conduct.
ESRS G1	414-2	Negative social impacts in the supply chain and actions taken		Tennant Company was not made aware of any negative social impacts in the supply chain in 2023.
ESRS 2	415-1	Political contributions	CDP Climate Response	<p>Aside from our participation in public industry bodies that recommend product safety standards, in which our participation is appropriate, public, and fully transparent, Tennant Company does not lobby or participate in public policy development.</p> <p>We support Non-Governmental Organizations (NGOs) that work to improve facility conditions, e.g., Healthy Schools Campaign, Environmental Initiative, The NorthStar Initiative at the University of Minnesota, and Global Environmental Management Initiative. Such organizations' goals align with our vision of creating a cleaner, safer, healthier world.</p>
ESRS G1	416-1	Assessment of the health and safety impacts of product and service categories		Tennant Company actively engages internal and external test and evaluation agencies to review products for health and safety impact and to ensure Tennant Company is compliant with all applicable product regulations. This occurs during new product development and also during a product's life cycle as updates are made to meet the changing needs of our customers and stakeholders and to meet changing regulations in our markets. Through Tennant Company's Quality Assurance process, issues are reviewed regularly, including customer feedback. Any issue impacting health or safety related to our products is addressed immediately by various committees authorized to implement any necessary changes.
ESRS 1	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Tennant recorded only one non-compliance incident concerning health and safety in 2023. This incident did not impact our products and services. Tennant recorded zero incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in 2023.
ESRS S4	417-1	Requirements for product and service information and labeling	Commitment to Quality web page	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.
ESRS 1	417-2	Incidents of non-compliance concerning product and service information and labeling		Zero in 2023.
ESRS S4	417-3	Incidents of non-compliance concerning marketing communications		Zero in 2023.
ESRS S4	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Zero in 2023.



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