



2026 (FY25) Sustainability Report



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Photo by Chiara Molardi, Tennant employee

Our leadership

Message from our President & CEO

At Tennant Company, our purpose is clear: to help create a cleaner, safer, and healthier world. That purpose guides our business and defines how we show up for our customers, employees, and communities every day.



2025 was a year of recalibration for Tennant. We navigated macro-geopolitical and economic challenges, invested in digital transformation to strengthen our long-term operational foundation, and accelerated the robotics disruption of our industry. Throughout it all, our teams remained focused on supporting customers, staying true to our values, and continuing to embed sustainability into our day-to-day operations. I am proud of the dedication, integrity, and teamwork our employees demonstrated across the organization.

Sustainability at Tennant is not a siloed initiative. It is how we operate. Through our *Thriving People. Healthy Planet.* framework, we connect our business objectives with the outcomes we seek to drive across six impact areas (employee success, social impact, shared spaces, climate & energy, water & chemical use, circular products & waste). In 2025, we reinforced how sustainability is integrated across the enterprise, creating greater clarity in governance, execution, and

accountability. This work strengthened alignment and effectiveness to support sustained progress over time.

We made progress in several areas of our framework, including expanding renewable electricity sourcing, continuing to invest in our communities, enhancing transparency into product related emissions, and completing waste baselines across our global manufacturing footprint.

Across our six impact areas, we are seeing steady progress overall, with meaningful advancement in several areas. As with any long term transformation, transparency matters most when progress will be inherently uneven over time in each targeted impact area.

We defined ambitious climate goals because we believe meaningful progress requires boldness, urgency, and accountability. Based on our current trajectory, we recognize that we are not yet pacing to meet our Scope 1 and 2 emissions reduction target for 2030. This is not the

progress targeted, and it is something we take seriously. Achieving this target will require an acceleration of progress over the next several years as we continue to advance our roadmap, requiring coordinated operational, technological, and partnership-based solutions. The gap reflects the scope of transforming a global manufacturing footprint, overcoming inherent headwinds and the complexities we are encountering as we move from commitment to execution.

While we are unsatisfied with the pace of progress, we remain committed to our ambition and the responsibility we have assumed. As with any large project, there are learning opportunities. We are sharpening our understanding of where assumptions must evolve, where additional focus and transformation may be required, and how we can strengthen execution going forward. Our long-term net-zero ambition remains unchanged, and we remain committed to transparent reporting as we refine the roadmap to deliver.

None of this work happens without a global team effort. I want to thank our global employees for their dedication, integrity, and resilience. I also want to thank our customers, partners, and communities for their continued trust and collaboration. Progress, whether in sustainability or business performance, is not a straight line. What matters is staying true to our purpose, learning quickly to adjust as needed, making progress towards the goal, and continuing to move forward together.

A handwritten signature in black ink that reads "David W. Huml". The signature is fluid and cursive, written in a professional style.

David W. Huml
President & CEO



Message from our Director of Sustainability & ESG

As I reflect on where we stand today, I am energized by what lies ahead. Tennant's sustainability journey has always been rooted in a deep sense of responsibility to our planet, our people, and the customers and communities we serve.

In the years since we established our *Thriving People. Healthy Planet.* sustainability framework, we have made meaningful progress: setting ambitious net-zero targets, expanding our battery-driven product portfolio, and embedding inclusion principles across our leadership. These are not just milestones, they are proof that bold ambitions, pursued with discipline and care, can deliver real results.

As we look ahead, we do so with renewed focus on achieving our goals and a clearer understanding of what it will take to get there. Sustainability cannot sit alongside our business; it must live within it. That means embedding our commitments into every decision, every innovation, and every team across the company. This is how we ensure our progress is lasting, scalable, and meaningful.

Equally important is the role our customers play in this journey. We know that the challenges ahead, climate change, resource scarcity, and the need for healthier spaces, are shared ones. We are deepening our focus on customer partnership, working side by side to develop solutions that advance their sustainability goals while accelerating our own. When our customers succeed in their sustainability commitments, we succeed too. That is shared value in its truest form.

We are a company driven by the needs of our customers and the opportunity to create meaningful, lasting impact. The path forward will continue to evolve, and there is meaningful work still to do. Yet, we are more aligned, more prepared, and more committed than ever. I am excited about what we will achieve together, and I hope you will join us on this journey toward a more sustainable future for our business, our customers, and our world.

A handwritten signature in black ink that reads "Megan Wickmann". The signature is fluid and cursive.

Megan Wickmann
Sustainability Director

About Tennant Company

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.



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 of a newly patented device that automated laborious floor-maintenance tasks and began to focus the business on floor care.

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 that enable our customers to clean more sustainably through autonomous operation and reduced use of energy, water, and chemicals.

Our brands

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

Tennant Company operates through two global brands, Tennant and IPC, which together serve customers across industrial, commercial, and specialty cleaning markets worldwide. While each brand reflects distinct customer needs and regional strengths, both are fully aligned under Tennant Company's enterprise strategy, values, and sustainability commitments.

In addition to our global brands, Tennant Company also operates regionally focused brands, including Nobles, Alfa, Gaomei, and Rongen, which serve local markets with products tailored to regional requirements. Unless otherwise noted, the sustainability strategy, governance, goals, and performance data presented in this report apply globally to our Tennant family brands.



Our markets



MANUFACTURING



RETAIL



EDUCATION



WAREHOUSE



AVIATION



HOSPITALITY



FOOD & BEVERAGE



BUILDING SERVICE CONTRACTORS



HEALTHCARE



AUTOMOTIVE



Our products

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

- Scrubbers
- Sweepers
- Sweeper-Scrubbers
- Extractors
- Burnishers & Floor Machines
- Vacuums
- Pressure Washers
- Robotic Scrubbers
- Robotic Sweepers
- Specialty Cleaning Equipment
- Pre-Owned Machines
- Cleaning Tools
- Parts
- Service

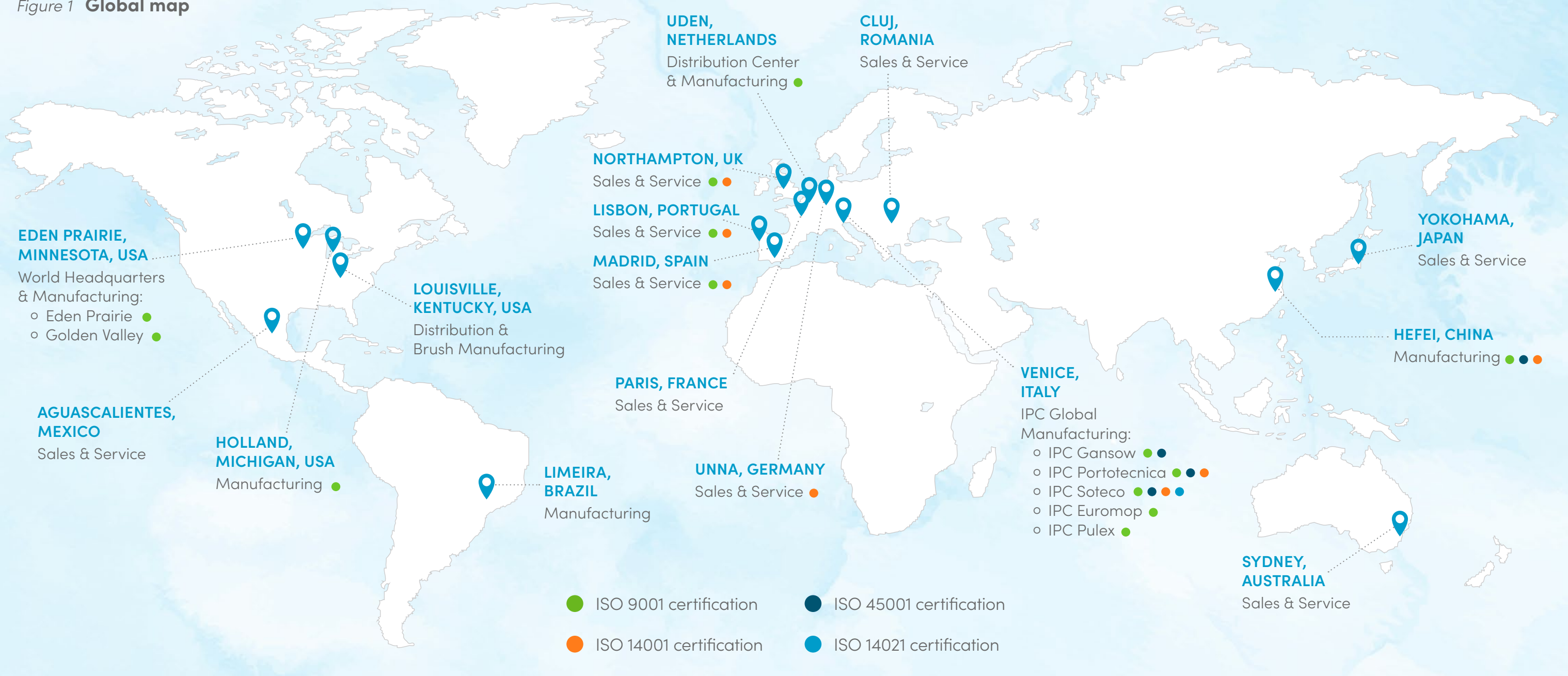
Recognition

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

- [2025 Bronze International Design Excellence Award \(IDEA\) X6 ROVR™, International Designers Society of America](#)
- [2025 Good Design® Award IPC PW-C32 and PW-C33 cold water high pressure washer and X6 ROVR™ robotic scrubber](#)
- [2025 America's Most Responsible Companies by Newsweek](#)
- [2025 TIME and Statista's list of the World's Best Companies in Sustainable Growth](#)
- [2025 Net Zero Leader by Forbes](#)



Figure 1 Global map



Global footprint

As of December 31, 2025, Tennant Company sells products directly in 21 countries and through distributors in more than 100 countries. We have 11 global manufacturing locations and operations across three geographic areas: the Americas, Europe, the Middle East and Africa (EMEA), and Asia Pacific (APAC).

EMPLOYEES WORLDWIDE*

4,484

*As of December 31, 2025

EMPLOYEES BY REGION

AMERICAS	EMEA	APAC
2,327	1,699	458

EMPLOYEES BY GENDER

FEMALE	MALE
1,076	3,408

Sustainability at Tennant

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

– Dave Huml, President & CEO



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

We recognize that global challenges are accelerating, driving increased rigor in regulations and growing stakeholder expectations for our products and

how we operate our business. Rising to challenges is part of our legacy. For decades, we have been continually improving our collective spaces, investing in technologies that reduce detergent use, conserve water, and enhance the operator experience. We continuously develop innovative solutions to help our customers solve their evolving challenges and needs.

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

Thriving People. Healthy Planet. sustainability framework

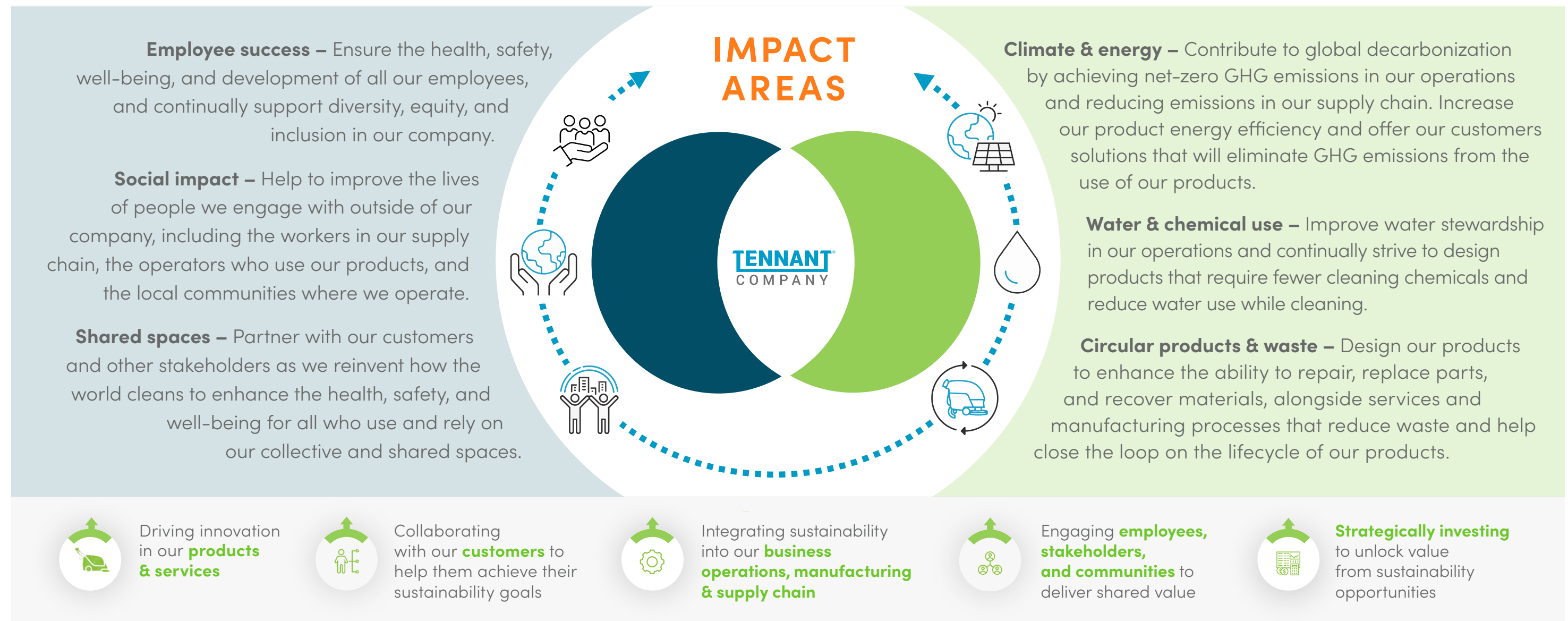
Tennant Company's sustainability framework, *Thriving People. Healthy Planet.* outlines our approach for integrating environmental, social, and governance (ESG) initiatives across our business. Sustainability is embedded in how we operate, shaping how we address global challenges, respond to stakeholder expectations, and deliver long-term value.

Our business strategy is focused on driving growth, enhancing performance, and investing in our people. The *Thriving People. Healthy Planet.* framework supports these priorities and guides how we align strategy, set priorities, and measure progress.

The framework is centered on two pillars, *Thriving People.* and *Healthy Planet.*, and six impact areas where we can drive meaningful impact through our products, operations, and partnerships.

Figure 2 Sustainability framework

THRIVING PEOPLE. HEALTHY PLANET.



Sustainability governance

Sustainability governance at Tennant Company is designed to support effective oversight, accountability, and long-term value creation. The Tennant Company Board of Directors and executive leadership receive regular updates on sustainability performance, material risks, and progress toward long-term goals.

The Board of Directors Governance Committee oversees the activation of our *Thriving People. Healthy Planet.* framework, including progress toward our goals, related programs, policies, practices, and reporting across the six impact areas, as well as broader environmental, social, and governance (ESG) topics.

The Board of Directors Audit Committee oversees activities related to compliance with current and emerging legal and regulatory requirements, including those related to environmental and climate-related disclosures.

The Sustainability Team provides regular updates to the Governance Committee including an annual review of progress as outlined in the *Thriving People. Healthy Planet.* progress report. The Committee also reviews the annual Sustainability Report to support transparency, consistency, and accountability.

The Senior Management Team (SMT), comprised of C-suite leaders, drives sustainability and ESG

strategy and performance across the enterprise. The SMT ensures accountability for sustainability outcomes, integrates sustainability considerations into business planning and decision-making, and allocates resources to our impact area workstream teams responsible for execution.

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



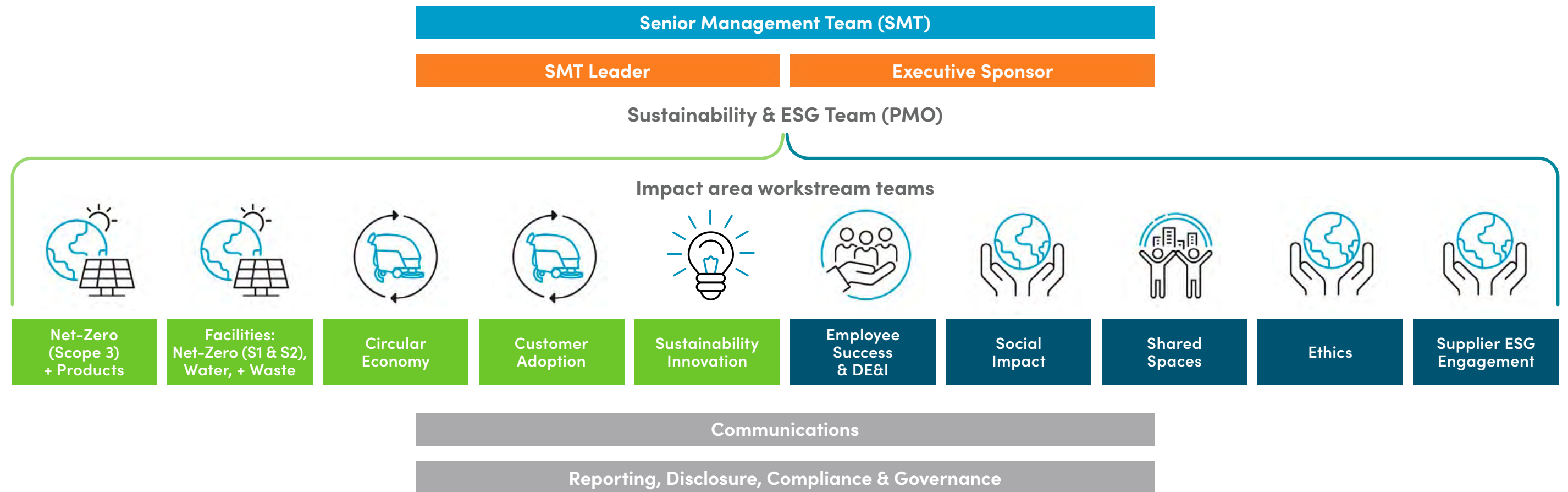
To drive progress, we have established cross-functional working groups aligned to the impact areas of our sustainability framework (Figure 3). Each working group includes a sustainability business partner who acts as a facilitator and a VP- or SVP-level executive sponsor who provides strategic oversight. Composed of representatives from key business functions, these teams develop roadmaps, align on priorities and key performance indicators, and advance initiatives that support Tennant’s business and sustainability strategies.

In 2025, we strengthened how these working groups operate and how sustainability is activated across the enterprise. This included refining roles, clarifying decision-making and accountability, and strengthening alignment with enterprise priorities. Insights from our first double materiality assessment (DMA), completed early in the year, played a central role in shaping how initiatives are prioritized and resourced.

Following the completion of several foundational sustainability goals in 2024, we intentionally paused

the introduction of new targets in 2025. Instead, we focused on reinforcing data integrity, operational readiness, and governance structures to ensure future goals are both credible and embedded across the business. This approach positions Tennant to define, implement, and transparently report on the next phase of sustainability goals currently under development, designed to drive measurable impact, deepen integration across the enterprise, and support long-term value creation.

Figure 3 **Thriving People. Healthy Planet.** framework activation & operating model



Stakeholder engagement

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

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

Table 1 Stakeholder engagement

Stakeholder group	Examples of how we engage
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, EcoVadis questionnaire, and other public disclosures
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 and MSCI - SEC Filing - Upholding corporate values
Employees	<ul style="list-style-type: none"> - Conduct all employee engagement survey annually - Support Employee Resource Groups (ERGs), which provide a space for employees to build community and develop stronger relationships with others with similar identities and as allies - Sustainability & ESG page on intranet - Continue to foster an inclusive environment where all people feel welcome, heard, and able to reach their full potential - Provide a safe and healthy work environment
Suppliers	<ul style="list-style-type: none"> - Establish and reinforce minimum expectations through Tennant's Supplier Core Expectations and Supplier Code of Conduct, including zero tolerance policies on forced labor, human trafficking, child labor, and discrimination - Require supplier participation in regulatory and substance compliance programs supported by authorized third party platforms - Member of the Responsible Minerals Initiative - Collaborate cross functionally across Supply Chain, Sustainability, and Product Regulatory teams to address evolving global regulatory, environmental, and trade requirements - Participate in industry initiatives to support responsible minerals sourcing and increase supply chain transparency - Maintain ongoing dialogue to support business continuity, ethical practices, and regulatory readiness
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
Communities	<ul style="list-style-type: none"> - Give back to communities through various corporate giving and philanthropy programs - Provide economic and social value to communities while minimizing environmental impact - Support communities to help them thrive
Trade organizations & partners	<ul style="list-style-type: none"> - Support through memberships - Participate in industry standard committees, work groups, forums, and workshops - Collaborate on technical and other research to develop innovative solutions for society

Materiality

Our materiality process guides how we identify and prioritize the sustainability and environmental, social, and governance (ESG) topics most relevant to our business and stakeholders. In 2025, we completed our first double materiality assessment (Figure 4), strengthening our understanding of both the impacts of our operations and value chain on people and the environment, as well as the sustainability-related risks and opportunities that may affect Tennant Company's financial performance.

We engaged internal and external stakeholders across our value chain to identify and assess priority sustainability and ESG topics. This comprehensive process incorporated input from customers, employees, investors, suppliers, and industry experts to ensure diverse perspectives were considered.

The results validated and refined the priority areas most critical to our business and confirmed the continued relevance of our *Thriving People. Healthy Planet.* sustainability framework. The assessment was used to inform how sustainability initiatives are prioritized and executed across the organization, while maintaining consistency in our strategic focus, providing a strong foundation for decision-making and long-term value creation. Materiality outcomes also inform ongoing risk management and governance discussions related to sustainability. We will periodically review our materiality assessment to ensure it continues to reflect changes in our business, value chain, and evolving regulatory requirements.

Figure 4 **Materiality matrix**



- 1 Purchase & use of raw materials
- 2 GHG emissions & energy use
- 3 Employee working conditions
- 4 Human rights in the value chain
- 5 Supplier engagement & management
- 6 Human rights & employee protections
- 7 Cybersecurity, privacy & data protection
- 8 Product energy use
- 9 Employee engagement, development & inclusion
- 10 Raw materials in purchased products & components
- 11 Product durability & recyclability
- 12 Product end of life
- 13 Working conditions in the supply chain
- 14 Social dialogue & protections in the value chain
- 15 Product information & customer engagement
- 16 Product water impact
- 17 Acute climate change risks
- 18 Product quality, health & safety
- 19 Corruption & bribery
- 20 Use of recycled materials in products
- 21 Climate change transition risks
- 22 Corporate ethics & code of conduct
- 23 Chronic climate change risks

Measuring our progress

Sharing our progress is an integral part of our commitment to sustainability.



This report and the following sections will provide in-depth information on the two pillars and six impact areas of our *Thriving People. Healthy Planet.* framework (Figure 2), including updates on our goals, established targets, and upcoming key milestones, so our stakeholders can track our progress. In some

impact areas, this includes updates on completed goals and targets under development.

The following reflects the activities and initiatives that occurred during the 2025 fiscal year (January 1, 2025 to December 31, 2025). Additional details can be found throughout this report.



100+ countries
with distribution sales



99%
of global
electricity from
renewable
sources



21 countries with direct sales



40,000+
global customers



\$2 million USD
invested in
our communities



30%
reduction
in emissions
from the use of
sold products



8.2 trillion
square feet
cleaned in
partnership with
our customers

Photo by **Lisa Atherton**, Tennant employee

Photo by **Rachel Uremovich**, Tennant employee

THRIVING PEOPLE. HEALTHY PLANET. progress report

Goal	Status	Description of annual progress toward goal
Employee success		
Goal under development	In development	We continued investing in employee health, safety, development, and engagement initiatives while assessing existing programs and metrics. Goals for this impact area are under development and will be introduced as our data, methodologies, and governance structures continue to mature.
Social impact		
Tennant Company commits to donating at least 2% of pre-tax U.S. earnings across the communities in which we operate	On track	In 2025, we donated over \$2 million USD to support the communities in which we operate, exceeding 2% of our pre-tax U.S. 2025 earnings target.
Shared spaces		
To enable the cleaning of 63.5 trillion square feet across our shared spaces by 2030	On track	In 2025, our products enabled the cleaning of 8.2 trillion square feet of shared spaces in partnership with our customers.
Climate & energy: Achieve net-zero greenhouse gas (GHG) emissions across scopes 1, 2 and 3¹ by 2040		
Reduce Scope 1 & 2 GHG emissions 45% by 2030	Off track	In 2025, GHG emissions from our operations and vehicle fleet decreased year-over-year due to expanded renewable energy sourcing and operational efficiency initiatives. While emissions remain below our 2021 baseline, we are not currently on pace to achieve our 2030 target.
Source 100% of electricity from renewable sources across all global facilities by 2030	On track	In 2025, 99% of our global electricity consumption was sourced from renewable sources.
Reduce emissions from our global fleet by 40% by 2030	Off track	In 2025, GHG emissions from our global vehicle fleet increased year-over-year, primarily due to higher fuel consumption. While emissions remain below our 2021 baseline, we are not currently on pace to achieve our 2030 target.
Reduce Scope 3, category 11 use of sold products emissions 45% by 2030	On track	In 2025, emissions from the use of our sold products decreased compared to the 2021 base year due to rising customer demand for electric machines and the decarbonization of electrical grids globally.
Water & chemical use		
Goal under development	In development	We focused on refining priorities related to product water and chemical impacts, informed by our double materiality assessment. Goals for this impact area are under development and will be introduced as our data, methodologies, and governance structures continue to mature.
Circular products & waste		
Goal under development	In development	We advanced work to assess product circularity priorities and integration points across product design and lifecycle stages. Goals for this impact area are under development and will be introduced as our data, methodologies, and governance structures continue to mature.
Establish waste baselines for our manufacturing facilities	Completed	In 2025, we implemented a process for collecting waste data and established baselines for all eleven 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. These focus areas contribute to several United Nations Sustainable Development Goals (UN SDGs), reflecting where Tennant's people, workplace practices, and community investments can have the greatest social impact.

Impact area: employee success

Our employees are the heart of our business, and their success is essential to who we are as a company. We are committed to creating a safe, inclusive workplace where employees can do meaningful work, continue to develop, and contribute to Tennant's long-term success. Across our business, we focus on employee health and safety, well-being and development, inclusion and belonging.

In 2025, informed by insights from our DMA (Figure 4), we reassessed how employee success is prioritized and implemented across the organization, and intentionally paused the introduction of new employee success targets. We focused on evaluating existing programs and metrics, strengthening governance and accountability, and assessing how best to prioritize and embed employee success across the enterprise. This approach supports the development of future employee success goals aligned with business needs, material topics, and applicable regulatory considerations.

Health & safety

At Tennant, we believe everyone has the right to work in an environment free from harm and potential hazards. The health and safety of employees is a core priority, and we are committed to fostering safe and healthy workplaces for our employees, contractors, customers, and the communities in which we operate.



Safety is not just a compliance requirement at Tennant but a value core to our identity as a responsible organization. Our Board of Directors and executive leadership oversee health and safety performance and receive regular updates on key risks, trends, and progress. At the operational level, leaders are accountable for maintaining safe working environments, and safety is everyone's responsibility across the organization.

We empower employees to take ownership of their own safety and that of their colleagues through collaboration, open communication, and diligent reporting of hazards. Employees have the authority to stop work whenever necessary to ensure safety,

and each site provides both public and confidential channels for reporting safety concerns so employees feel supported in speaking up.

Our global environmental, health, and safety (EHS) management system is designed to proactively identify, assess, and mitigate risks and is aligned with recognized international standards, including ISO 14001 and ISO 45001. We emphasize hazard identification, risk assessment, and preventive controls to reduce the likelihood and severity of incidents. **Several of our global facilities have achieved ISO 45001 certification**, reflecting our commitment to strengthening occupational health and safety practices.

Training and education are essential to supporting a strong safety culture. We provide role-appropriate health and safety training through our learning management system to ensure employees have the knowledge and skills to perform their jobs safely. We also apply continuous improvement practices, including regular assessments, incident reviews, and the sharing of lessons learned, to enhance safety performance across our operations.

Safety performance

We monitor safety performance using globally recognized metrics, including Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR), to assess the effectiveness of our safety programs and guide continuous improvement. Beginning in 2025, Tennant transitioned to reporting LTIR to align with global best management practices. While LTIR is newly disclosed in this report, historical data is included to provide context and support transparency. LTIR is consistently tracked across our global operations and provides a more reliable and auditable measure of the most severe safety incidents.

In 2025, Tennant experienced fewer total recordable injuries and lost-workday injuries than in the prior year, reflecting our continued focus on proactive risk identification, employee engagement, and preventive safety practices across the business.

Table 2 Safety data metrics

		2025	2024	2023	2022	2021
Safety TRIR (total recordable incident rate)	Operations	0.9	1.5	1.4	1.2	1.8
	NA TSSC ¹	3	5.0	2.5	1.5	1.9
LTIR (lost time injury rate) ²	Operations	0.5	0.1	—	—	—
	NA TSSC ¹	2	4.4	—	—	—

¹Tennant Sales and Service Company

²LTIR data is presented for 2024 and 2025, reflecting the first years of consistently available and reliable data



Well-being & development

We are committed to supporting the professional and personal growth of our employees. Attraction, development, engagement, and retention of employees are key to achieving our organizational objectives. Our approach to well-being and development is grounded in fostering a high-performance culture that enables employees to build skills, pursue growth opportunities, and contribute to business success.

Our *Invest in Your Best* program serves as a foundational framework for development, outlining expectations for individuals at various organizational levels and supporting career progression. Through structured performance management aligned with employee and leadership competency frameworks, employees gain clarity on role expectations, development priorities, and growth opportunities.

To support development, we provide a range of learning resources and tools for employees, including on-demand learning and targeted training opportunities for leaders. We also engage in annual talent and succession planning conversations to help identify, develop, and deploy talent to support business objectives and manage talent-related risks.

We value our employees and their families and are committed to providing a competitive benefits package. Benefits for our various global locations comply with local laws and regulations and are competitive in their respective markets. Benefits availability may vary by location, employment type, and eligibility. Refer to Figure 5 for a comprehensive list of employee benefits.

Figure 5 Tennant Company wellness and well-being program overview



Inclusion & belonging

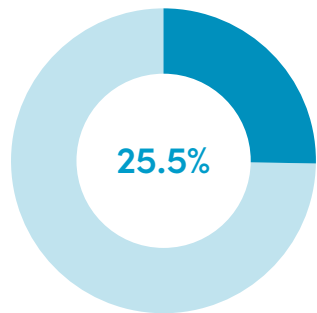
Tennant Company believes that an inclusive and diverse workforce contributes to our business success. The inclusion of diverse perspectives enables innovation and strengthens our ability to serve customers across global markets. We are committed to fostering a workplace where employees feel respected, valued, and are able to contribute meaningfully to the organization.

We support inclusion and belonging by periodically reviewing policies, practices, and processes to reduce barriers to opportunities. These efforts are supported by our Global Diversity, Equity, and Inclusion (DE&I) council and additional leadership involvement to help ensure alignment with Tennant’s values and best management practices.

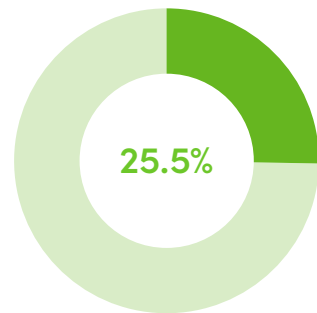
Tennant Company continues its commitment to be an equal opportunity employer. We make employment decisions based on individual skill, ability, reliability, productivity, and other factors important to performance.

We believe employee feedback is key to engagement and inclusion. Input gathered through employee surveys and listening forums, including all-employee town halls and leadership meetings, informs actions to strengthen workplace culture and employee engagement.

Figure 6 **Employee demographics**



Percentage of employees who identify as women in a manager-level position and above globally³



Percentage of U.S. employees who identify as BIPOC (Black, Indigenous, People of Color)⁴

³Includes full-time (equivalent) employees actively employed as of December 31, 2025, based on internal job grade structure

⁴Includes full-time (equivalent) employees actively employed as of December 31, 2025

Employee Resource Groups

Our five Employee Resource Groups (ERGs) are open to all employees and help support connection, engagement, and inclusion across the organization. ERGs support our workplace culture by building community and a sense of belonging, fostering learning and professional development, and encouraging community engagement through volunteerism.



Gender-Equitable Pay

Tennant Company annually conducts a gender pay assessment for its United States employees, controlling for title, grade, and work location. The most recent assessment found that the mean total compensation for women was 99.4% of the mean total compensation for men, indicating no evidence of a gender pay gap in the United States. We view pay equity as an important component of fairness, trust, and employee engagement.

Impact area: social impact

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

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

Human rights

At Tennant Company, we respect internationally recognized human rights and are committed to conducting business with dignity, respect, fairness, honesty, and integrity. We seek to avoid and address adverse human rights impacts associated with our operations, products, and business relationships worldwide. As a global organization, we adhere to the highest international standards. We are guided by our [Global Human Rights Policy](#), which aligns with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and is informed by relevant International Labour Organization (ILO) standards.

As a signatory to the [United Nations Global Compact](#) (UNGC) and a supporter of the Universal Declaration of Human Rights, we embrace the UNGC's Ten



Principles covering human rights, labor, environment, and anti-corruption. Consistent with the UNGPs, we work to embed respect for human rights into our governance and day-to-day decision-making through risk-based human rights due diligence. This includes assessing and prioritizing salient risks, integrating findings into business processes, tracking the effectiveness of actions taken, and communicating progress. Where we identify that we have caused or contributed to harm, we are committed to providing or cooperating in a remedy.

We operate in alignment with the principles of the [SA8000 Standard](#), which seeks to protect workers' basic human rights. Our Global Human Rights Policy applies to all Tennant employees, directors, officers,

and workers globally, and informs our expectations for agents, distributors, subcontractors, suppliers, and vendors. We expect our business partners to uphold applicable laws and internationally recognized standards.

We strive to foster an inclusive and respectful work environment, establish safe and fair working conditions, pay equitably, and eliminate all forms of child and forced labor, human trafficking, discrimination, corruption, and bribery. We encourage employees and third parties to raise concerns without fear of retaliation, and we take all allegations seriously by investigating and addressing them appropriately.

Investing in our communities

Tennant Company has a long-standing tradition of supporting organizations, programs, and individuals who share our commitment to creating a cleaner, safer, and healthier world. Through our corporate philanthropy, foundation giving, and community engagement, we invest in initiatives that strengthen communities, expand opportunity, and create shared value.

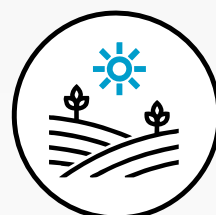
We are a proud participant of the [Minnesota Keystone Program](#), which recognizes companies that donate at least 2 percent of their pre-tax U.S. earnings to charitable organizations. This commitment reflects our intention to invest in the communities where we live and work consistently.



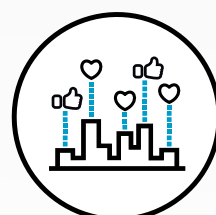
Our corporate giving strategy aligns with our *Thriving People. Healthy Planet.* sustainability framework and focuses on three key areas:



Workforce development to support education, skills training, and access to programs that help close the skills gap in manufacturing and STEM fields, expand access to opportunity and minimize barriers to employment. In 2025, our workforce development initiatives helped build technical and career-ready skills for students and emerging talent through education and training partnerships.



Environmental sustainability to protect natural resources, promote environmental education, and build long-term climate resilience. In 2025, our environmental sustainability efforts supported community-led initiatives focused on protecting natural resources, advancing environmental education, and expanding access to nature and the outdoors.



Vibrant communities and shared spaces to support clean, inclusive, and welcoming shared spaces by revitalizing public places, promoting access to the arts and culture, and addressing the social determinants of health. In 2025, our community and shared spaces investments supported community well-being by advancing disaster preparedness and recovery, access to essential services, and organizations that enrich community life.

Through strategic partnerships and targeted investments, we build on Tennant's legacy of driving positive change to help people and communities thrive.

2025 Tennant Company community giving

Tennant Company Foundation giving . . . \$1,130,153

Includes community grants, employee gift and volunteer matching, and ERG partnership grants

Corporate philanthropy \$918,876

Includes employee volunteerism and in-kind contributions, equipment donations, scholarships, signature partnerships, and other contributions

Total Community Investment \$2,049,029



Tennant Company Foundation

Established in 1972, the **Tennant Company Foundation** supports initiatives that drive meaningful and lasting community impact. The Foundation’s core programs include:

- **Community grant program:** Two annual grant cycles through which eligible nonprofit organizations can apply for funding to support community-based initiatives aligned with Tennant’s giving priorities.
- **Employee matching programs:** Monetary matching of employee gifts of time and treasure to eligible nonprofit organizations in the United States, encouraging employee engagement and amplifying community impact.
- **Employee resource group partnership grants:** Funding provided to ERGs to support the nonprofit organizations with which they partner, strengthening connections between Tennant employees and local communities.

Corporate philanthropy

In addition to Foundation-led initiatives, **Tennant Company’s corporate philanthropy** emphasizes hands-on employee engagement and in-kind support:

- **Employee volunteerism:** Employee-led volunteer events, including park and public space clean-ups, Habitat for Humanity builds, and meal packaging and delivery efforts, that help address local needs while providing meaningful opportunities for employees to engage with their communities.
- **Equipment donations:** Donations of Tennant equipment to eligible nonprofit organizations, supporting community organizations in maintaining clean, safe, and healthy shared spaces.
- **Scholarship program:** An annual global scholarship program that provides financial support to eligible children of Tennant employees as they pursue higher education, helping build the future workforce.



Signature partnerships

Tennant Company's signature partnerships amplify our community investment strategy through deeper, longer-term collaboration. These partnerships are designed to drive measurable impact and support our communities.

American Red Cross

We continued our partnership with the [American Red Cross as a Disaster Responder Program member](#), supporting disaster preparedness and response efforts around the world as well as lifesaving activities such as employee blood drives. Through this partnership, we help the Red Cross and its international Red Cross and Red Crescent partner agencies be ready to respond when disasters strike.

Our support enables the Red Cross to train volunteers, maintain shelters, pre-position emergency supplies, and deploy response equipment quickly when disasters strike. Beyond immediate response, our contributions also help communities recover and strengthen preparedness for future emergencies.

SkillsUSA

In 2025, we launched a new partnership with [SkillsUSA](#) to advance workforce development. Skills USA is a national organization dedicated to preparing students for careers in manufacturing, skilled trades, and related technical fields. They provide hands-on learning experiences and leadership development opportunities that help students build practice, career-ready skills.

We support both the national SkillsUSA organization and multiple state chapters in regions where we have manufacturing facilities and a significant employee presence. Through these partnerships, we help strengthen local talent pipelines and support access to education and training opportunities that align with the needs of our communities and industry.

Through these initiatives and partnerships, we are proud to be a catalyst for positive change. Our ongoing commitment to community investment reflects our belief that, by working together with employees and partners, we can help communities thrive today while building a more sustainable future for generations to come.

Impact area: shared spaces

Cleaning is not just what we do; it is the core of who we are. For more than 150 years, Tennant Company has delivered innovative solutions that support the health, safety, and quality of shared spaces in communities around the globe. By collaborating closely with our customers and stakeholders, we continually reinvent how the world cleans, offering innovative machines, technologies, and solutions designed to improve the spaces where people live, work, and gather.

Delivering on our purpose

Tennant products are everywhere, from bustling commercial environments and complex industrial settings to schools, hospitals, warehouses, and public spaces. Our innovative cleaning solutions help our customers maintain spaces where people can work, learn, heal, and connect. Through our *Thriving People. Healthy Planet.* sustainability framework, we focus on advancing solutions to create cleaner, healthier, and safer environments for all. We collaborate closely with

customers to understand evolving needs and deliver technologies that enhance productivity, conserve resources, and support their sustainability goals.

To further align our efforts, we've set an ambitious goal: to enable the cleaning of 63.5 trillion square feet of shared spaces by 2030 in partnership with our customers (Table 3). Utilizing our methodology to calculate the greenhouse gas emissions from the use of our products, we can approximate the total square footage our products enable our customers to clean.

In 2025, the total square footage cleaned across our shared spaces, in partnership with our customers, decreased compared to the previous year. This decline was driven by a reduction in sales of larger, industrial machines. Despite this variance, we achieved our 2025 target and continue to make progress toward our 2030 goal.



Table 3

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

	2025	2024	2023	2022	Unit
Square feet cleaned across our shared spaces in partnership with our customers	8.2	8.8	9.7	8.7	Trillion square feet

Healthy Planet

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



Photo by **Frans van Ras**, Tennant employee



Our *Healthy Planet.* pillar puts forth areas where we can build upon our industry leadership in environmentally sustainable cleaning solutions. It also considers new ways we can address global challenges, drive change, and minimize our impact on the natural environment through our products and operations while helping our customers achieve

their sustainability goals. Within *Healthy Planet.*, we focus on three impact areas: climate & energy, water & chemical use, and circular products & waste. These focus areas contribute to several United Nations Sustainable Development Goals (UN SDGs), reflecting where Tennant's products and operations can have the greatest environmental impact.

Impact area: climate & energy

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

Our climate commitment

Tennant has established science-based climate targets aligned with current climate science and validated by the Science Based Targets initiative (SBTi). These targets reflect our commitment to achieve net-zero greenhouse gas (GHG) emissions across our value chain by 2040, consistent with a 1.5°C pathway.

Our net-zero ambition encompasses emissions from our operations (Scopes 1 and 2) as well as emissions associated with the use of our sold products and our supply chain (Scope 3). We remain committed to delivering this long-term goal while continuing to assess and strengthen the actions needed to deliver sustained emissions reductions over time.

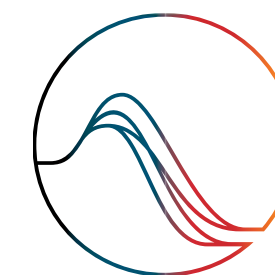


Photo by Frans van Ras, Tennant employee

To support our net-zero by 2040 goal, Tennant has set the following near-term targets, validated by SBTi:

- Reduce absolute scope 1 and 2 emissions 45% by 2030, from a 2021 base year
- Reduce scope 3 emissions from product use 45% by 2030, from a 2021 base year

These near-term targets are designed to drive meaningful emissions reductions this decade and to inform our longer-term transition planning.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

2025 progress

Scope 1 & 2

In 2025, Scope 1 and 2 emissions decreased compared to 2024. Emissions remain below our 2021 baseline; however, we are not currently on pace to achieve our 2030 target (Table 4).

This reduction was primarily driven by expanded on-site renewable energy production, increased procurement of Energy Attribute Certificates (EACs), including RECs, I-RECs, and Guarantees of Origin (Table 5), and operational efficiency initiatives.

While our long-term net-zero ambition remains unchanged, 2025 performance underscores the challenge of delivering consistent year-over-year reductions across emissions sources influenced by operational scale and regional infrastructure.

Operational emissions (Scopes 1 and 2) remain a significant execution challenge in our transition pathway, particularly those from our global vehicle fleet and from natural gas-based thermal energy at manufacturing sites. These emission sources are influenced by both operational needs and external infrastructure constraints, requiring coordinated operational, technological, and partnership-based solutions.

In 2025, Tennant continued to advance actions to reduce emissions and strengthen our transition pathway, including increasing renewable electricity sourcing, improving energy efficiency at manufacturing sites, and optimizing fleet operations through vehicle right-sizing and deploying lower-emission vehicles where feasible.

Table 4 **Near-term net-zero target: reduce scope 1 & 2 GHG emissions 45% by 2030⁵**

	2025	2024 ⁶	2023 ⁶	2022 ⁶	2021 base year	Unit
Scope 1 and 2 (market-based) GHG emissions	24,371	24,875	24,370	24,545	26,009.2	mT CO ₂ e
Scope 1 GHG emissions	24,240	23,578	22,415	23,066	24,105.6	mT CO ₂ e
Scope 2 (market-based) GHG emissions	131	1,296	1,955	1,479	1,903.6	mT CO ₂ e
Change in scope 1 and 2 (market-based) GHG emissions from 2021 baseline	-6%	-4%	-6%	-6%	—	Percentage

Table 5 **Goal: source 100% of global electricity from renewable sources⁵**

	2025	2024	2023	2022	2021 base year	Unit
Renewable electricity	23,761	22,027	19,497	21,177	23,059	MWh
Total electricity used	24,054	24,213 ⁶	24,056	23,881 ⁶	26,057	MWh
% of total electricity used	99%	91% ⁶	81%	89%	88%	Percentage

Table 6 **Goal: reduce global fleet emissions 40% by 2030⁵**

	2025	2024 ⁶	2023 ⁶	2022 ⁶	2021 base year	Unit
Global fleet emissions	15,188	14,889	14,023	14,791	15,605	mT CO ₂ e
Change in global fleet emissions from 2021 baseline	-3%	-5%	-10%	-5%	—	Percentage

⁵Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard

⁶Reference GRI disclosure 2-4 for restatement information

Scope 3

In 2025, Scope 3 emissions from the use of sold products decreased. Primary drivers include continued customer adoption of electric and battery-powered cleaning solutions, an increased focus on lithium-ion battery technologies, ongoing decarbonization of electricity grids in key markets, and shifts in product mix. This progress reflects the effectiveness of our product-focused transition strategy. A significant portion of our climate impact occurs beyond our direct operations and we maintain oversight of greenhouse gas emissions across the value chain. We periodically assess all Scope 3 categories to evaluate their relevance and materiality. Emissions are quantified and tracked for categories identified as material. The materiality of Scope 3 categories is reassessed at least once every five years, or more frequently if business conditions change.

Reducing value-chain emissions requires collaboration with customers and suppliers. We continued to engage with customers to improve equipment efficiency, support the transition to lower-emission solutions, and promote more sustainable operating practices.

Table 7 **Near-term net-zero target: reduce scope 3, category 11, use of sold products GHG emissions 45% by 2030⁵**

	2025	2024	2023	2022	2021 base year	Unit
Scope 3, category 11 GHG emissions	359,261	411,229	473,784	477,149	515,997	mT CO2e
Change in scope 3, category 11 GHG emissions from 2021 baseline	-30%	-20%	-8%	-8%	—	Percentage

⁵Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard



Photo by **Lisa Atherton**, Tennant employee

Table 8 **Scope 3 GHG emissions inventory**⁵

	Scope 3 Category	2025	2024	2023	2022	2021 base	Unit	2025 Scope 3 (%)	Materiality ⁷
UPSTREAM	1: Purchased goods and services	110,856	168,060	148,202	129,015	155,795	mT CO2e	26.5%	Material, calculated
	2: Capital goods	2,032	4,873	4,160	2,463	723	mT CO2e	0.8%	Not material, calculated
	3: Fuel- and energy-related	-	-	-	-	-	-	-	Not material, not calculated
	4: Upstream transportation and distribution	28,529	43,876	65,274	85,826	33,515	mT CO2e	6.9%	Material, calculated
	5: Waste generated in operations	1,612 ⁸	-	-	-	-	mT CO2e	0.1%	Not material, calculated
	6: Business travel	2,470	3,122	2,495	4,146	1,037	mT CO2e	0.5%	Not material, calculated
	7: Employee commuting	2,185	2,470	2,201	5,865	10,764	mT CO2e	0.4%	Not material, calculated
	8: Upstream leased assets	-	-	-	-	-	-	-	Not material, not calculated
DOWNSTREAM	9: Downstream transportation and distribution	-	-	-	-	-	-	-	Not material, not calculated
	10: Processing of sold products	-	-	-	-	-	-	-	Not material, not calculated
	11: Use of sold products	359,261	411,229	473,784	477,149	515,997	mT CO2e	64.84%	Material, calculated
	12: End-of-life treatment of sold products	-	-	-	-	-	-	-	Not material, not calculated
	13: Downstream leased assets	-	-	-	-	-	-	-	Not material, not calculated
	14: Franchises	-	-	-	-	-	-	-	Not material, not calculated
	15: Investments	-	-	-	-	-	-	-	Not material, not calculated
Combined material and calculated scope 3 emissions		506,945⁶	633,630⁶	696,116⁶	704,464⁶	717,831⁶	mT CO2e	100%	

⁵Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard

⁶Reference GRI disclosure 2-4 for restatement information

⁷Materiality 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

⁸2025 was our first year reporting waste generated in operations from Tennant Company's 11 global manufacturing facilities

Our transition approach and governance

Oversight of climate-related risks and opportunities is embedded within Tennant’s governance structure. The Board Governance Committee oversees progress under the *Thriving People. Healthy Planet.* framework, while the Audit Committee provides oversight of compliance with current and emerging climate-related disclosure regulations. Senior management and cross-functional teams are responsible for integrating climate considerations into business planning and translating climate objectives into operational actions.

In 2025, we completed our first climate-related risk assessment, including scenario analysis, to evaluate physical and transition climate risks to our operations and value chain. Insights from this assessment are informing transition planning and prioritization of future actions.

Looking ahead

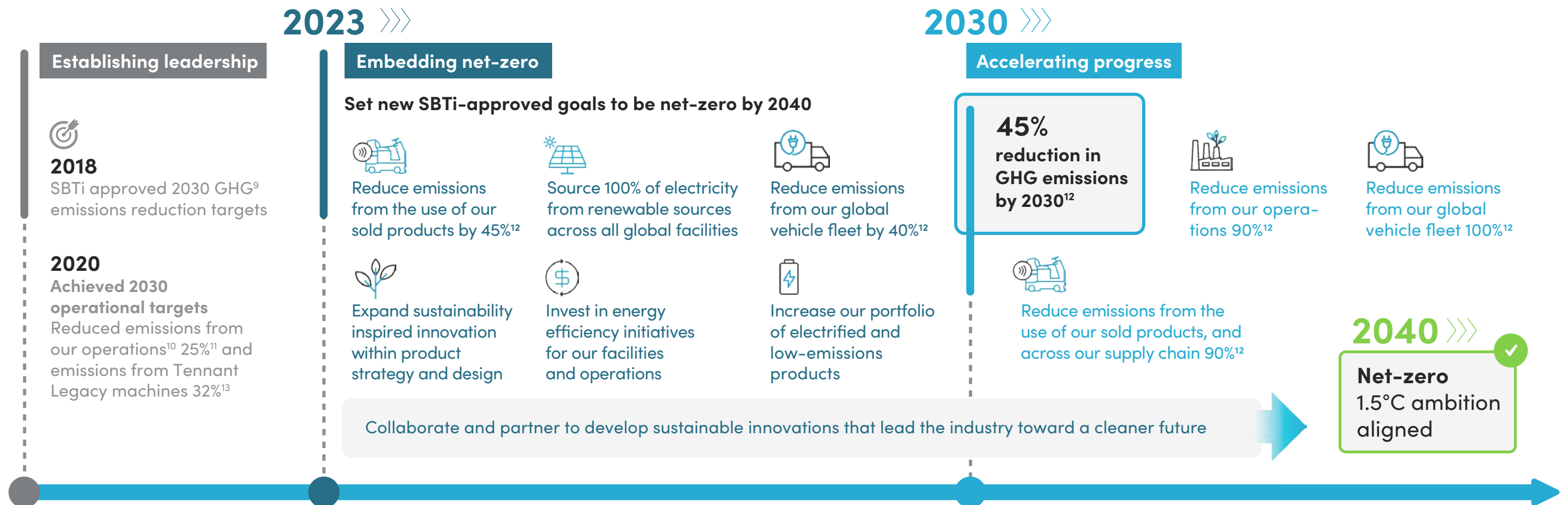
Looking forward, we are undertaking a more focused and collaborative approach to identify opportunities to accelerate emissions reductions across our most material sources. In 2026, we plan to conduct in-depth analyses and cross-functional discussions to evaluate

alternative fleet strategies, improve energy efficiency at manufacturing sites and advance lower-emission product solutions, including increased adoption of electric and lithium-ion battery technologies.

For additional details on our GHG emissions calculation methodology, organizational boundaries, and assumptions, please refer to our Greenhouse Gas (GHG) Emissions Statement for the Year Ended December 31, 2025 and our most recent CDP Climate Response, both available on our [investor](#) website.

Deloitte & Touche LLC performed a limited review of the specified information in the GHG Emissions Statement.

Figure 7 Our roadmap to net-zero



⁹Greenhouse gas emissions | ¹⁰Scopes 1 and 2 | ¹¹2016 baseline year | ¹²2021 baseline year | ¹³Tennant Legacy is defined as Tennant Company before the IPC acquisition in 2017 and Gaomei acquisition in 2019.



Photo by **Frans van Ras**, Tennant employee

Impact area: water & chemical use

Water is a critical and finite resource, with growing global concerns related to access, quality, and climate change. At Tennant Company, we are committed to reducing water and chemical use both through our products and across our operations, building on the progress we have made in recent years.

A core part of this commitment is designing products that enable more efficient cleaning. Our innovative technologies, including eco-mode, adjustable solution flow, and **ec-H2O NanoClean®**, are designed to reduce water and chemical use during operation, supporting responsible resource use and helping create safer environments for customers and communities. Many robotics offerings, such as the new X6 ROVR, also utilize variable solution flow, which adjusts the water flow rate based on speed, saving water compared to a steady flow rate under similar conditions. Advancing product-based water efficiency remains a key way we support our customers' sustainability goals, and we continue investing in product innovation. These technologies are available on select Tennant and Tennant family brand products.

In addition to our product efforts, we established water-use baselines across all manufacturing facilities. We implemented standardized data-collection processes to enable ongoing monitoring and management of operational water performance. In 2025, we conducted a water risk assessment based on globally recognized tools and best-practice methodologies, and incorporated water considerations into our climate risk analysis, enhancing visibility into site-level water exposure and supporting responsible water management over time.

Insights from our DMA (Figure 4) informed how we prioritize water and chemical use across our sustainability strategy. While operational water use was not identified as a material topic, water and chemical impacts associated with product use were identified as material, reflecting the role Tennant's solutions play in helping customers reduce resource consumption while maintaining high cleaning performance. Accordingly, our focus during this period was on strengthening data readiness, refining priorities, and aligning future efforts with material impacts. This approach supports the development of the next phase of water and chemical use goals, with an emphasis on product design and innovation, while continuing to monitor operational water performance and risk.

Impact area: circular products & waste

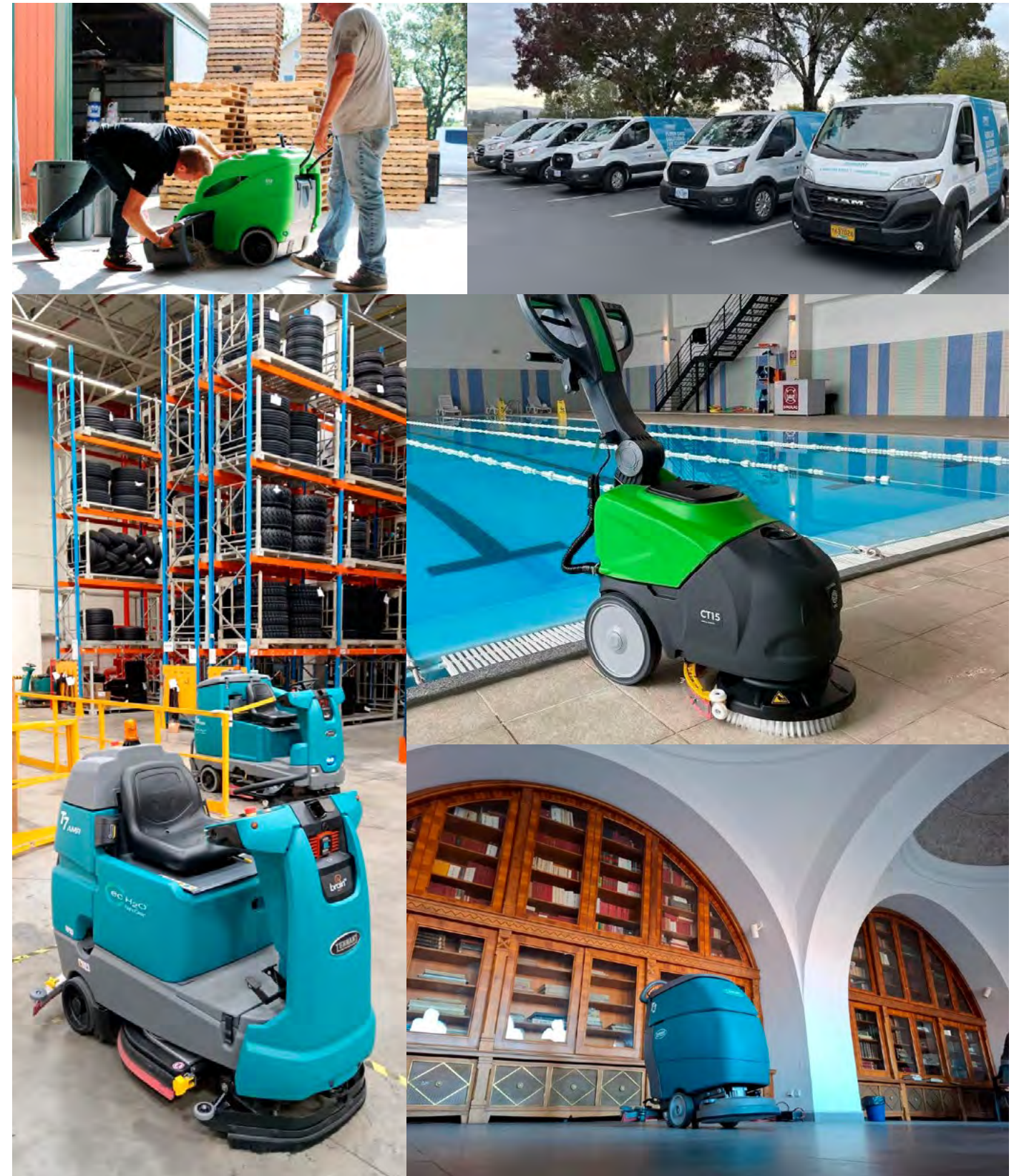
Tennant Company has a long history of innovation and creating solutions that help our customers clean and maintain the spaces we all share. We are committed to offering sustainable products and solutions that enable more effective and efficient cleaning while supporting our customers' sustainability goals. Our products are central to how we create value, and we continue to design them with a focus on repairability, serviceability, and material recovery, while adapting manufacturing processes to support responsible resource use and reduce waste. We view sustainability not only as a responsibility but also as an opportunity to drive innovation in product design, resource management, and customer partnerships.

Building on progress made in prior years, including the completion of several circular product goals in 2024, and informed by insights from our DMA (Figure 4), we refined priorities across this impact area. In 2025, we focused on strengthening foundational capabilities, assessing where impacts are most material across the product lifecycle, and aligning future efforts accordingly. This approach informs the development of the next phase of circular product and waste goals, with an emphasis on product design, lifecycle management, and material recovery.

Circular products

We strive to offer products that deliver measurable sustainability improvements during use and across their lifecycle. Our portfolio includes electrically powered equipment that reduces greenhouse gas emissions compared to internal combustion engine machines, water management solutions that reduce water consumption during product use, and technologies that eliminate the need for detergents in the cleaning process. Programs such as our reconditioned equipment offering help extend product life, while the use of recycled materials in certain products minimizes reliance on virgin raw materials.

To drive continued innovation, we invest approximately 3% of sales into research and development. This investment supports advancement across our product portfolio, including the development of robotic floor scrubbers and sweepers, while reinforcing design considerations related to circularity, repairability, and end-of-life management.



Sustainability is embedded within our product line strategies and new product development process through five core sustainability themes, focused on where we can deliver the greatest life-cycle impact reductions (Figure 8). These themes, informed by customer feedback and impact data, guide planning, design decisions, and innovation priorities, from concept through commercialization. As customer demand for lower-emissions and more sustainable cleaning solutions continues to grow, these themes help ensure our strategy and innovation investments are aligned with delivering measurable environmental performance across the product lifecycle.

Building on the completion of prior circular product goals, in 2025, we assessed how circularity is best integrated across product lines and development processes. This included reaffirming the role of our sustainability themes within product strategy and strengthening alignment between innovation investments and lifecycle impact reduction opportunities. This work supports the development of the next phase of circular product goals, with a continued focus on product design, durability, repairability, and material recovery.



Figure 8 Tennant product sustainability themes

Reconditioning and product life extension (RECON)

At Tennant Company, sustainability starts with designing high-quality equipment built for durability, repairability, and long service life. Extending the useful life of products helps reduce waste, conserve materials, and lower environmental impacts across the product lifecycle.

Our RECON program supports this approach by reconditioning used equipment and returning it to service, helping maximize the value of resources already in use while delivering reliable cleaning solutions to customers. Through reconditioning, refurbishment, or responsible recycling, machines can re-enter the market or be managed at end of life in ways that support circular economy principles.

Equipment enters the RECON program through buy-back or trade-in channels and is evaluated to determine the appropriate path forward. Machines suitable for reconditioning are refurbished to restore performance and functionality, while others

are dismantled to support material recovery and recycling. Reconditioned equipment undergoes inspection and testing to meet quality and performance standards before being returned to service for a second life.

We operate reconditioning facilities in multiple regions, including the United States, Spain, Brazil, Mexico, Romania, and Australia. Locating refurbishment closer to customers helps reduce transportation requirements and supports more efficient service delivery. Our RECON program is available for Tennant and IPC machines.

By extending product life cycles, the RECON program helps reduce the environmental impacts associated with manufacturing new equipment, including material use and waste generation. This approach supports circularity by keeping products and materials in use for longer periods while maintaining high standards for safety and performance.



Product lifecycle transparency and certifications

As customer demand for product-level environmental information and lower-emissions products continues to grow, Tennant Company is expanding efforts to provide credible lifecycle data. This includes developing product carbon footprints (CFPs) and life-cycle assessments (LCAs) to support transparency, informed decision-making, and product innovation.

We completed ISO-compliant LCAs for two Tennant base-model machines, the Tennant T17 and T500, selected to establish consistent lifecycle methodologies and to generate insights that can inform product design. We also expanded [ISO 14067 product carbon footprint certifications, with third-party assurance](#) across select machines, including multiple IPC scrubber-dryers, IPC high-pressure washers, and Tennant machines. Several of these products are equipped with onboard telematics, enabling customers to track carbon emissions on a per-use basis and design cleaning programs that reduce environmental impact.

This phased approach to expanding ISO-compliant certifications prioritizes data quality, consistency, and scalability. The resulting lifecycle data helps our engineering teams better understand emissions-intensive use cases and supports more informed design and development decisions that can reduce environmental impacts across the product lifecycle. Sharing this information with customers is also



an important way we support their sustainability goals and increase transparency around product performance.

Several IPC products also have [ReMade in Italy® certifications](#), which verify the percentage of recycled materials or by-products contained in specific materials, components, or finished products. This third-party certification provides verified transparency on recycled content and supports material reuse and recycling within Italian manufacturing, reinforcing our broader efforts to advance circularity and responsible

material management within the Tennant and IPC brand portfolio.

In addition, certain IPC and Tennant scrubber-dryer machines feature the [EUnited Green Cleaning Efficiency Label](#), which assesses cleaning efficiency and resource use in accordance with Technical Specification TS 35000 and IEC/EN 62885-9. This label reflects performance related to cleaning effectiveness while considering energy and water consumption during use. The certification focuses on operational efficiency under defined test conditions and does not assess full product life-cycle impacts.

Select IPC products also meet the criteria for the [EU Ecolabel](#), an independent, voluntary certification that evaluates specific environmental and performance requirements across defined product categories.

Through continued product innovation, lifecycle transparency, and collaboration with customers, Tennant Company is working to reduce environmental impacts across the product lifecycle and support more sustainable cleaning practices.

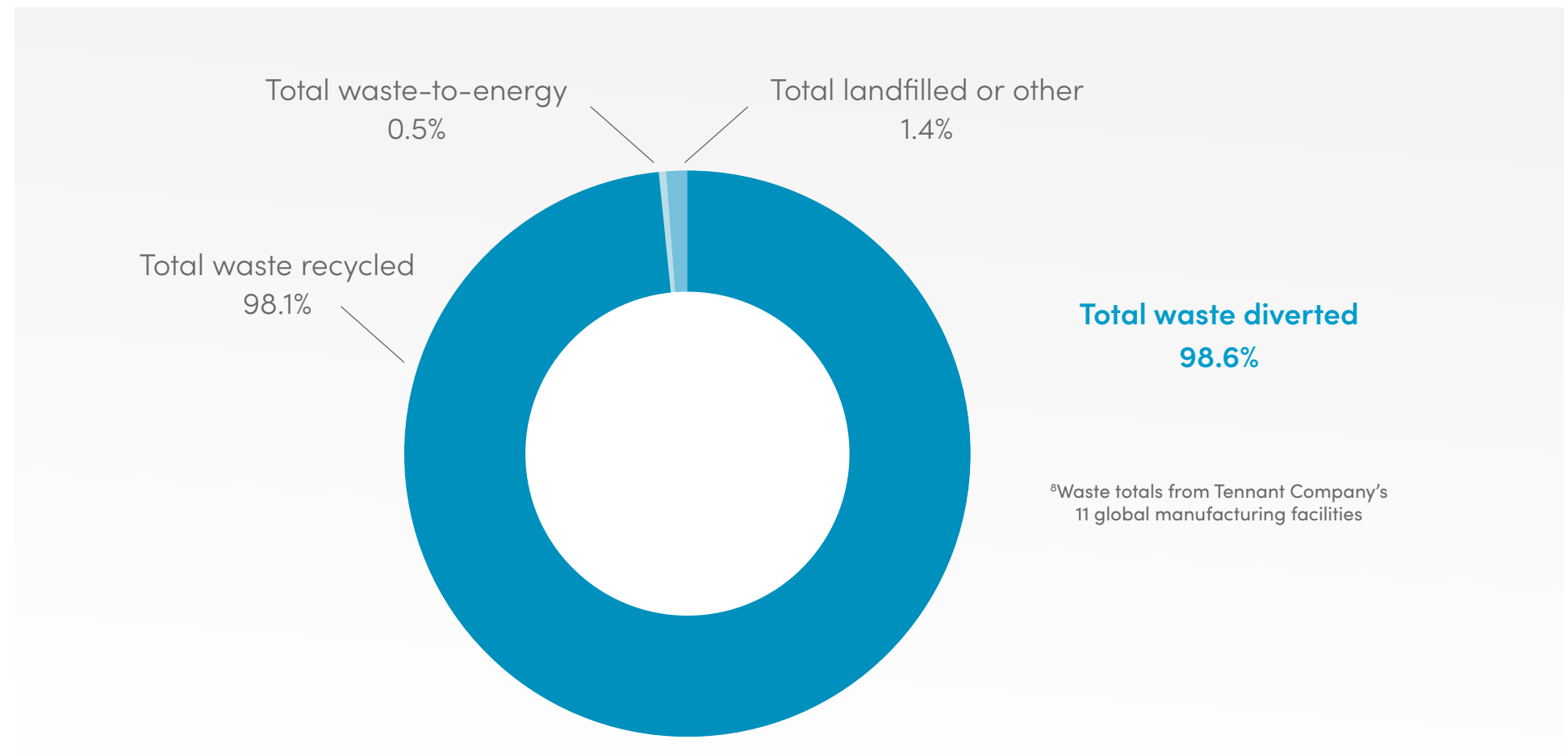
Waste

At Tennant Company, we manage waste responsibly across our manufacturing operations as part of our broader focus on operational excellence, resource management, and employee engagement.

To support consistent oversight and transparency, we established standardized waste tracking processes across manufacturing sites. In 2025, we completed waste baselines for all remaining manufacturing facilities, improving visibility into waste generated and supporting more consistent reporting, analysis, and internal oversight across our operations.

While manufacturing waste was assessed and not identified as a material topic through our most recent DMA (Figure 4), we continue to monitor and manage waste across our global manufacturing

Figure 9 **Waste diversion from manufacturing sites⁸**



footprint as part of our approach to responsible resource management.

Our waste management activities are supported by internationally recognized management systems. Many manufacturing facilities are certified to [ISO 9001 \(Quality Management Systems\)](#), and

[several maintain ISO 14001 \(Environmental Management Systems\)](#), which provide structured frameworks for managing environmental impacts, including waste handling, recycling practices, and regulatory compliance.

Ethics & integrity

At Tennant Company, ethics and integrity are foundational to how we do business. We are committed to operating ethically in every aspect of our global operations and to embedding integrity-based decision-making into our daily work.



Through regular education and continuous engagement, we reinforce our standards and expectations and work to strengthen a culture of ethics across the organization. Recognizing that people learn in different ways, our approach includes a variety of learning formats to engage employees and enable them to learn at their own pace. Our Ethics and Corporate Compliance program is grounded in the principle of **Integrity in Every Moment**.

We reinforce our commitments through robust third-party diligence and oversight, including risk-based screening and ongoing monitoring of key partners and suppliers. To support responsible innovation, we have established an AI Center of Excellence and an AI vetting process designed to promote appropriate, transparent, and accountable use of artificial intelligence. In addition, we maintain global data privacy policies and governance practices to help protect personal information and promote the trusted handling of data across our operations.

Our code of conduct

Tennant Company has built its reputation as an ethical company, earning the trust of our customers, communities, and business partners worldwide. Our [Code of Conduct](#) is the foundation for this trust and guides our decisions and actions as a global organization. It reflects our commitment to doing what's right, speaking up, and continuously learning as expectations, regulations, and risks evolve. The Code applies to all our employees, officers, and members of our Board of Directors, and we expect individuals and organizations that partner with or act on behalf of Tennant Company to share our commitment to integrity and ethical conduct.

The Code of Conduct brings our values to life by providing practical guidance for real-world situations. It is supported by updated and newly introduced policies, role-based resources, and ongoing communications and training designed to help employees make integrity-based decisions, particularly as our work and the tools we use continue to evolve. We expect every employee, officer, and Board member to understand the Code, use available resources, and raise concerns when something does not seem right. We also expect third parties who work with or on behalf of Tennant Company to act in accordance with our values. We believe in treating people fairly, with dignity and respect, communicating accurately and honestly, and acting responsibly and professionally at all times.



Built into the Code of Conduct are core concepts that help reinforce our standards, support ethical behaviors, and strengthen our culture of integrity. We refer to these concepts as Know It, Show It, Grow It, which together define how we live our commitment to Integrity in Every Moment:

- **Know It** – We understand what is expected of us and what Tennant Company stands for. We are familiar with the Code and related policies and procedures, and we use this knowledge to approach situations with confidence and sound judgment.
- **Show It** – We put our knowledge into action by consistently demonstrating ethical behavior in how we carry out our responsibilities. Our actions reinforce Tennant Company's reputation as an ethical company.
- **Grow It** – We contribute to a long-term global vision by building on our stewardship legacy and leaving things better than we found them. We stay current with evolving risks, regulatory requirements, and company policies relevant to our roles, locations, and functions, and we use available resources to continuously improve how we work.

Our suppliers

Tennant's global supply chain plays an essential role in delivering on our sustainability commitments, regulatory compliance, and ethical sourcing practices. Our supplier engagement is grounded in our Supplier Core Expectations, which apply to all suppliers globally and align with internationally recognized frameworks including the United Nations Guiding Principles on Business and Human Rights, the UN Global Compact, and the Responsible Business Alliance Code of Conduct.



The **Supplier Core Expectations** establish minimum requirements across areas such as human rights, labor standards, health and safety, environmental stewardship, ethical business practices, responsible minerals sourcing, and regulatory compliance.

Compliance with these expectations is required to become or remain a Tennant supplier, and suppliers are expected to cascade these requirements throughout their own supply chains.



In 2025, supplier engagement efforts focused on reinforcing expectations, strengthening systems and governance, and improving data readiness to support evolving regulatory and sustainability requirements.

The Supply Chain, Sustainability, and Product Regulatory teams worked collaboratively to further embed supplier expectations into engagement and performance discussions. We enhanced our governance to support future risk identification, transparency, and regulatory reporting. This included initiating a refresh of the [Supplier Manual](#) to ensure continued alignment with the Supplier Core Expectations, applicable global regulations, and the systems used to engage suppliers and collect data.

We also enhanced our supplier substance and materials compliance programs. We implemented a platform to manage supplier campaigns related to global regulations such as [REACH](#), [RoHS](#), [TSCA](#), [the Waste Framework Directive](#), and [Conflict Minerals](#). This work supports improved data quality, validates supplier records, and expands the reporting scope to include additional materials and minerals, positioning us for future regulatory and reporting needs.

In parallel, we continued to integrate sustainability considerations into sourcing decision-making through collaboration with suppliers and transportation partners. These efforts improved material efficiency, responsible resource management, improved transparency, and logistics optimization. We request our carriers participate in voluntary programs, such as [EPA's SmartWay](#), which aims to reduce the environmental impact of the transportation industry.

These combined efforts strengthen our ability to engage suppliers effectively, enhance transparency, and improve the quality and consistency of supply chain data. As global regulatory and sustainability expectations continue to evolve, we remain committed to working collaboratively with suppliers to support human rights protections, responsible materials sourcing, operational resilience, and continuous improvement across our supply chain.

About this report

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



Scope and reporting boundary

This 2026 (FY25) Sustainability Report was published in June 2026 and reflects the activities and initiatives undertaken during our 2025 fiscal year (January 1, 2025 – December 31, 2025). All quantitative data, unless otherwise stated, reflects the fiscal year 2025. This report leveraged generative artificial intelligence in a limited capacity to support photo editing and initial drafting. All content was reviewed and finalized by Tennant employees in accordance with Tennant Company's Generative AI in the Workplace Policy.

Tennant Company is committed to transparent reporting and robust greenhouse gas (GHG) emissions accounting. Our methodologies align with globally accepted standards, including the

Greenhouse Gas Protocol and the Science Based Targets initiative's (SBTi) Net-Zero Corporate Standard.

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

Based on an analysis of facility ownership, rental and lease arrangements, and utility usage, we identified 50 facilities as material for GHG reporting purposes.

In addition, the reporting boundary includes 10 additional facilities for which energy and fuel data are collected. While these facilities individually have a small operational footprint and are not individually material, their inclusion supports greater completeness and consistency of our GHG inventory. All fleets in countries with direct sales and service presence are included within the reporting boundary.

For more information regarding our GHG calculation methodology and policies, please refer to our Greenhouse Gas (GHG) Emissions Statement for the Year Ended December 31, 2025, and other public disclosures on our [investor](#) website.

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 [2025 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.



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Environmental, social, and governance (ESG) metrics

Metric	2025	2024 ⁶	2023 ⁶	2022 ⁶	2021	Units	
Environmental Greenhouse gas emissions ⁵	Scope 1	24,240 ¹⁴	23,578	22,415	23,066	24,105.6	mT CO2e
	Scope 2 (location-based)	9,019	9,805	9,952	9,638	10,202	mT CO2e
	Scope 2 (market-based)	131 ¹⁴	1,296	1,955	1,479	1,903.6	mT CO2e
	Scope 3, category 1 (purchased goods and services)	110,856 ¹⁴	168,060	148,202	129,015	155,795	mT CO2e
	Scope 3, category 2 (capital goods)	2,032	4,873	4,160	2,463	723	mT CO2e
	Scope 3, category 4 (upstream transportation and distribution)	28,529 ¹⁴	43,876	65,274	85,826	33,515	mT CO2e
	Scope 3, category 5 (waste generated in operations)	1,612	—	—	—	—	mT CO2e
	Scope 3, category 6 (business travel)	2,470	3,122	2,495	4,146	1,037	mT CO2e
	Scope 3, category 7 (employee commuting)	2,185	2,470	2,201	5,865	10,764	mT CO2e
	Scope 3, category 11 (use of sold products)	359,261 ¹⁴	411,229	473,784	477,149	515,997	mT CO2e
Renewable energy purchasing	Renewable electricity	23,761	22,027	19,497	21,177	23,059	MWh
	% of total electricity used	99%	91%	81%	89%	88%	percentage
Total amount of waste diverted from landfill ⁸	11,284	7,576	3,387	3,387	3,900	metric tonnes	
Total number of locations with ISO 9001 Quality Management Certifications	16	16	16	—	—		
Total number of locations with ISO 14001 Environmental Management Certifications	10	9	8	7	—		
Total number of locations with ISO 14021 Environmental Labels and Declarations Certifications	1	—	—	—	—		

⁵Tennant Company reports based on operational control method outlined in the GHG Protocol Corporate Standard

⁶Reference GRI disclosure 2-4 for restatement information

⁸Waste generated from Tennant's 11 manufacturing facilities

¹⁴Deloitte & Touche LLP performed a review relating to the specified information in the [Greenhouse Gas \(GHG\) Emissions Statement for the Year Ended December 31, 2025](#)

Metric		2025	2024	2023	2022	2021	Notes		
Social	Total number of employees	4,484	4,632	4,457	4,299	4,263			
	Total number of employees by gender	Female	1,076	1,111	1,025	992	966		
		Male	3,408	3,521	3,432	3,307	3,297		
	Percentage of U.S. employees who identify as BIPOC		25.5%	25.7%	25.4%	24.0%	—		
	Percentage of women in leadership positions globally		25.5%	24.9%	23.0%	22.1%	—		
	Diversity of Board or Directors	Female	3	3	3	3	3		
		Male	6	6	6	6	6		
		Total number of Board of Directors who identify as BIPOC		2	2	2	2	2	
		Total number of Board of Directors who identify as White		7	7	7	7	7	
	Total community investment		\$2,049,029	\$2,044,366	\$1,130,958	\$834,097	\$880,425		
	Safety (TRIR) Total recordable incident rate	Operations	0.9	1.5	1.4	1.2	1.8		
		NA TSSC ¹	3.5	5.0	2.5	1.5	1.9		
	LTIR (lost time injury rate) ²	Operations	0.5	2.0	—	—	—		
		NA TSSC ¹	0.1	4.4	—	—	—		
	Total number of locations with ISO 45001 Occupational Health and Safety Management Certifications		6	6	6	—	—		
	Global new hire rate		15%	20%	22%	38%	26%		
	Global turnover rate		18%	17%	17%	19%	22%		
Average number of training hours per total employee		6	2.9	9	15	7			
Percentage of employees covered by a collective bargaining agreement		30%	30%	31%	32%	19%	2021 data does not include Italy		
Annual total compensation ratio		84:1	96:1	98:1	79:1	89:1			
Number of employees who took parental leave		166	184	194	186	146			

¹Tennant Sales and Service Company

²LTIR data is presented for 2024 and 2025, reflecting the first years of consistently available and reliable data

Metric		2025	2024	2023	2022	2021	Notes
Company ethics	Number of ethic hotline reports	47	18	20	3	16	
	Percent of ethic hotline reports closed	1	100%	90%	100%	100%	
	Average days ethics hotline reports are open	9.53	31	25	23	50	
ISS ratings	ESG	C	C	C	C	C	
	Environmental	5	5	3	3	3	
	Social	3	2	2	2	6	
	Governance	2	2	2	3	2	
Sustainalytics ESG Risk Rating		29.4	21.8	23.2	23.5	24.1	
EcoVadis		Committed	Bronze	Committed	Bronze	Bronze	Our most recent EcoVadis score, received in April 2026 for FY25, resulted in a Committed Badge. This score is valid through April 2027.
CDP Climate Program		—	C	A-	A-	A-	In 2025, we did not disclose in preparation for emerging regulations. For more information on climate-related disclosures, please visit our investor website .
MSCI		A	A	AA	AA	A-	

GRI index

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

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

Disclosure Number	Disclosure Title	Tennant Response
2-1	Organizational details	2025 Form 10-K pgs 5-9 About Tennant Company
2-2	Entities included in the organization's sustainability reporting	2025 Form 10-K pg 15 About Tennant Company
2-3	Reporting period, frequency and contact point	2025 Form 10-K pgs 1 About Tennant Company
2-4	Restatements of information	In this report, Tennant Company has restated the data points listed below. These updates were made to ensure alignment with our internal reporting criteria and to enhance accuracy and transparency of our disclosures. 2022-2024 Scope 1 emissions 2022-2024 Scope 2 market-based emissions 2022-2024 Scope 2 location-based emissions 2022 & 2024 Total electricity used 2021-2024 Combined material and calculated scope 3 emissions
2-5	External assurance	Deloitte & Touche LLC provided limited assurance for our Scope 1, Scope 2, and Scope 3 (categories 1, 4, and 11) emissions per AICPA attestation standards
2-6	Activities, value chain and other business relationships	2025 Form 10-K pgs 5-18 About Tennant Company
2-7	Employees	About Tennant Company 2025 Form 10-K pgs 7-9 Figure 6: Employee Demographics
2-9	Governance structure and composition	Governance Committee Charter 2026 Proxy Statement pgs 9-30

Disclosure Number	Disclosure Title	Tennant Response
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement pgs 21-26
2-11	Chair of the highest governance body	2026 Proxy Statement pg 11
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability at Tennant Governance Committee Charter 2026 Proxy Statement pgs 20-25 Investor website
2-13	Delegation of responsibility for managing impacts	2026 Proxy Statement pgs 20-25 Investor website
2-14	Role of the highest governance body in sustainability reporting	Governance Committee Charter
2-15	Conflicts of interest	2026 Proxy Statement pgs 23-24
2-16	Communication of critical concerns	2026 Proxy Statement pgs 21, 32
2-17	Collective knowledge of the highest governance body	Governance Committee Charter 2026 Proxy Statement pgs 9-19 Investor website
2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement pgs 21-22
2-19	Remuneration policies	2026 Proxy Statement pgs 45-46
2-20	Process to determine remuneration	2026 Proxy Statement pgs 45-46
2-21	Annual total compensation ratio	2026 Proxy Statement pg 58 2025 Pay Ratio: 84:1 CEO Pay: \$4,672,864, the median of annual total compensation of all employees: \$55,817
2-22	Statement on sustainable development strategy	Our leadership
2-23	Policy commitments	Ethics & integrity Code of Conduct

Disclosure Number	Disclosure Title	Tennant Response
2-24	Embedding policy commitments	Governance
2-25	Process to remediate negative impacts	Governance
2-26	Mechanisms for seeking advice and raising concerns	Ethics & integrity Code of Conduct
2-27	Compliance with laws and regulations	In 2025 Tennant Company did not have any non-compliance incidents as it relates to environmental laws and regulations.
2-28	Membership associations	Investor website
2-29	Approach to stakeholder management	Table 1: Stakeholder engagement
2-30	Collective bargaining agreements	Social impact Tennant Company Human Rights Policy
3-1	Process to determine material topics	About this report
3-2	List of material topics	Figure 4: Materiality matrix
3-3	Management of material topics	About this report
201-1	Direct economic value generated and distributed	2025 Form 10-K pgs 31-77
201-2	Financial implications and other risks and opportunities due to climate change	Investor website
201-3	Defined benefit plan obligations and other retirement plans	2025 Form 10-K pgs 5-8, 61-62
201-4	Financial assistance received from government	Tennant Company received financial assistance from governments in 2025. The Company received approximately 96,270 EUR (\$108,761) from the Italian government for training and hiring incentives. The Company received approximately 1,360,425 CN¥ (\$189,286) from the Chinese government which was primarily related to plant relocation and job retention subsidies.

Disclosure Number	Disclosure Title	Tenant Response
202-2	Proportion of senior management hired from the local community	2025 Form 10-K pgs 8-9
203-2	Significant indirect economic impacts	Thriving people Investing in our communities
205-1	Operations assessed for risks related to corruption	Ethics & integrity Code of Conduct
302-1	Energy consumption within the organization	Investor website
302-2	Energy consumption outside of the organization	Investor website
302-3	Energy intensity	Investor website
302-4	Reduction of energy consumption	Investor website
302-5	Reductions in energy requirements of products and services	Climate & energy Circular products & waste
303-1	Interactions with water as a shared resource	Water & chemical use
305-1	Direct (Scope 1) GHG emissions	Climate & energy Investor website
305-2	Energy indirect (Scope 2) GHG emissions	Climate & energy Investor website
305-3	Other indirect (Scope 3) GHG emissions	Climate & energy Investor website
305-4	GHG emissions intensity	Climate & energy Investor website
305-5	Reduction of GHG emissions	Climate & energy Investor website
306-4	Waste diverted from disposal	Circular products & waste

Disclosure Number	Disclosure Title	Tennant Response
308-1	New suppliers that were screened using environmental criteria	Our suppliers Human rights Supply chain policies & disclosures Supplier Core Expectations
308-2	Negative environmental impacts in the supply chain and actions taken	Our suppliers Human rights Supply chain policies & disclosures Supplier Core Expectations
401-1	New employee hires and employee turnover	ESG metrics table
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee success Figure 5: Tennant Company wellness and well-being program overview
401-3	Parental leave	ESG metrics table
403-1	Workers representation in formal joint management-worker health and safety committees	Health & safety
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	ESG metrics table Employee success Table 2: Safety metrics
404-1	Average hours of training per year per employee	ESG metrics table
404-2	Programs for upgrading employee skills and transition assistance programs	Employee success
404-3	Percentage of employees receiving regular performance and career development reviews	Employee success
405-1	Diversity of governance bodies and employees	Employee success Figure 6: Employee Demographics 2025 Form 10-K pgs 7-9
405-2	Ratio of basic salary and remuneration of women to men	Employee success 2025 Form 10-K pgs 7-8

Disclosure Number	Disclosure Title	Tennant Response
406-1	Incidents of discrimination and corrective actions taken	ESG metrics table
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our suppliers Human rights Supply chain policies & disclosures Supplier Core Expectations
408-1	Operations and suppliers at significant risk for incidents of child labor	Our suppliers Human rights Supply chain policies & disclosures Supplier Core Expectations
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our suppliers Human rights Supply chain policies & disclosures Supplier Core Expectations
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our suppliers Human rights Supply chain policies & disclosures Supplier Core Expectations
414-1	New suppliers that were screened using social criteria	Our suppliers Human rights Supply chain policies & disclosures Supplier Core Expectations
414-2	Negative social impacts in the supply chain and actions taken	Our suppliers Human rights Supply chain policies & disclosures Supplier Core Expectations
415-1	Political contributions	Investor website
416-1	Assessment of the health and safety impacts of product and service categories	Commitment to Quality web page Product Safety & Compliance web page

Disclosure Number	Disclosure Title	Tennant Response
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Commitment to Quality web page Product Safety & Compliance web page
417-1	Requirements for product and service information and labeling	Commitment to Quality web page
417-2	Incidents of non-compliance concerning product and service information and labeling	Zero in 2025
417-3	Incidents of non-compliance concerning marketing communications	Zero in 2025
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Zero in 2025



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

www.tennantco.com