



2026 (FY25) CORPORATE SUSTAINABILITY SUMMARY



Sustainability at Tennant

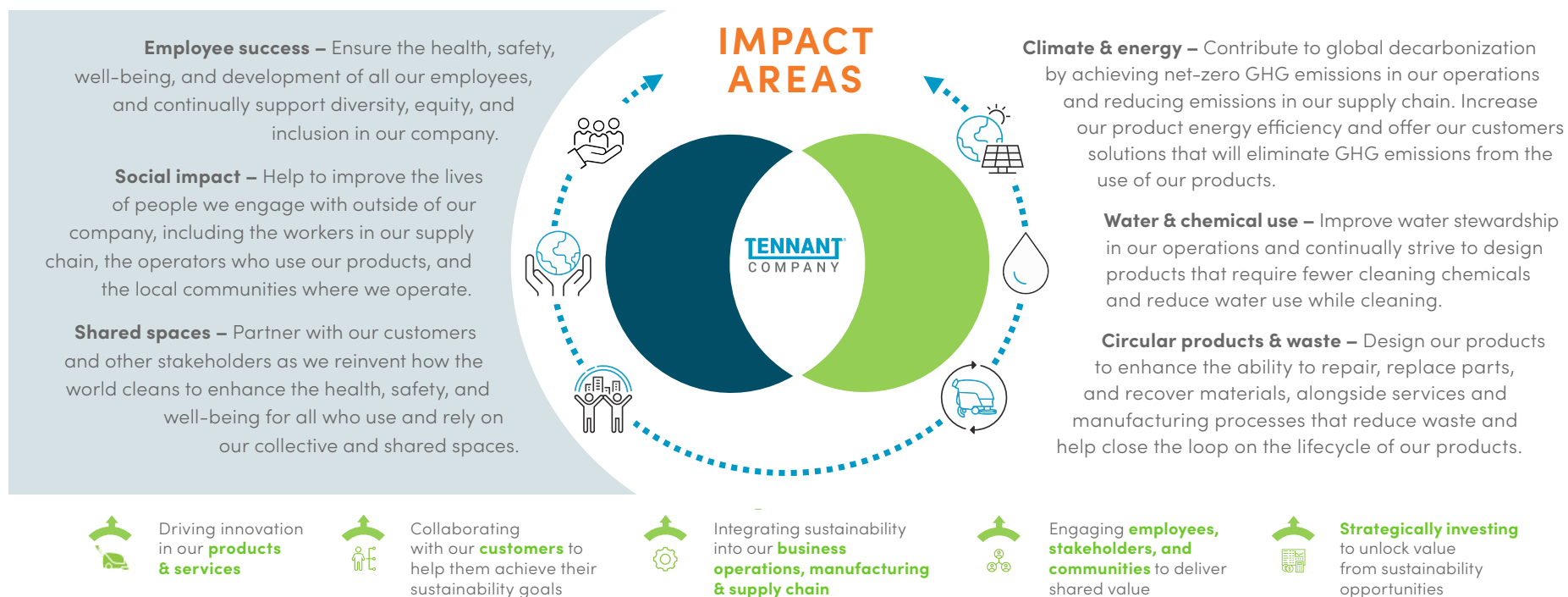
Tennant Company's sustainability framework, *Thriving People. Healthy Planet.* outlines our approach for integrating environmental, social, and governance (ESG) initiatives across our business. Sustainability is embedded in how we operate, shaping how we address global challenges, respond to stakeholder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

For more about sustainability at Tennant, please see our [2026 \(FY25\) Sustainability Report](#).

THRIVING PEOPLE. HEALTHY PLANET.



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

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.

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 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.



Healthy planet

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

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

Climate & energy

We established science-based climate targets aligned with current climate science and validated by the Science Based Targets initiative (SBTi).

To achieve our Scope 1, 2, and 3 net-zero by 2040 targets, we will source electricity from renewable sources, eliminate emissions from our global vehicle fleet, continue investing in operational energy efficiency initiatives, and partner with our customers to drive emissions reduction innovations, such as product electrification and lithium-ion batteries.

Water & chemical use

At Tennant, we are committed to reducing water and chemical use across our operations and through innovative solutions like eco-mode, adjustable solution flow, and ec-H2O NanoClean®, which are designed to reduce water and chemical use during operation, supporting responsible



resource use and helping create safer environments for customers and communities.

Circular products & waste

Tennant strives to offer products that deliver measurable sustainability improvements during use and across their lifecycle. We design our products for durability and to extend their useful life. Tennant's **RECON** program supports this approach by reconditioning used equipment and returning it to service. Sustainability is embedded within our product line strategies and new product development process, established to focus effort where our products can deliver the greatest life-cycle impact reductions. 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.



Partnering with our customers



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, 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 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.
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.

Awards and recognition



2025 America's Most Responsible Companies by Newsweek



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



2025 Good Design® Award Tennant Company X6 ROVR™ robotic scrubber



TIME and Statista's list of the World's Best Companies in Sustainable Growth



Forbes 2025 NET ZERO Leaders



2026 (FY25) EcoVadis Committed Badge

SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi-approved net-zero GHG emissions by 2040 targets

Tennant Company's dedication to sustainability has been widely recognized and continues to strengthen our industry leadership.



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

www.tennantco.com/sustainability



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 Form 10-K and Form 10-Q filings on our investor site, www.investors.tennantco.com. 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.