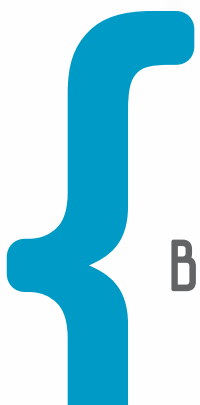




WHAT HAVE YOU DONE {NEW TODAY?



BECOME A CREATOR OF {NEW

REINVENT HOW THE WORLD CLEANS



LOOKING SOMETH

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

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

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

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

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

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

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



**G FOR
ING {NEW?}**



SO WHO ARE CREATORS OF {N

Thinkers.
Visionaries.
Stewards.
Dreamers.

YOU.



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

1870



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

1909



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

1947



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

1970

1890's

Hardwood flooring produced by George Tennant dominates the Midwest market



1932

Tennant begins producing motorized floor cleaning equipment

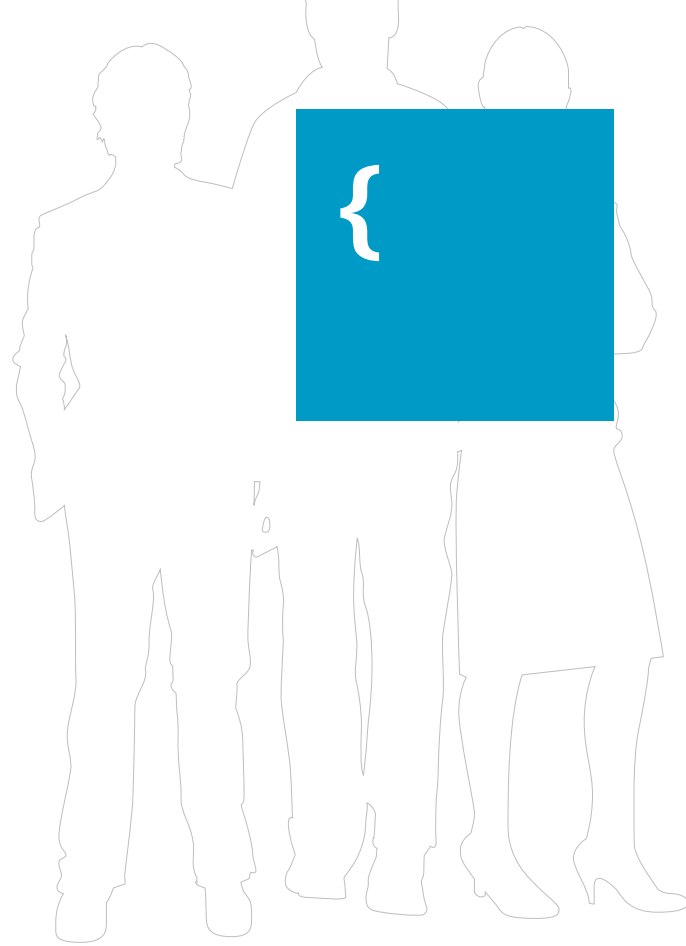


1963

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



NEW?



Tennant introduces its first walk-behind scrubber

1978



Tennant introduces ReadySpace® quick-drying carpet cleaning technology

2004



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

2014



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

2015



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

2017

1990

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



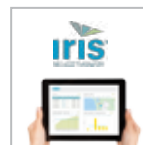
2008

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



2016

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



2018

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



A WORLD OF OPPORTUNITY

4,000+

EMPLOYEES
AROUND THE WORLD

100+

COUNTRIES
OUR PRODUCTS
ARE SOLD

A Global Organization

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

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

MINNEAPOLIS
MINNESOTA, USA

WORLD HEADQUARTERS
*Manufacturing:
Tennant & Orbio*

CHICAGO
ILLINOIS, USA

FLOROCK COATINGS

LOUISVILLE
KENTUCKY, USA

**DISTRIBUTION &
BRUSH MANUFACTURING**

AGUASCALIENTES
MEXICO

SALES & SERVICE

HOLLAND
MICHIGAN, USA

MANUFACTURING
Tennant & Nobles

NEWBURY
OHIO, USA

MANUFACTURING
WaterStar

LIMEIRA
BRAZIL

MANUFACTURING
Alfa & Tennant



40,000+

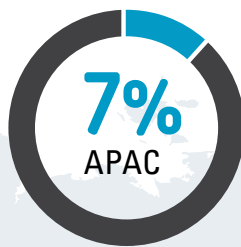
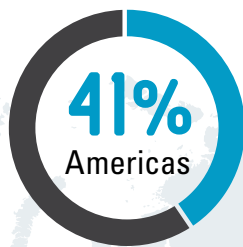
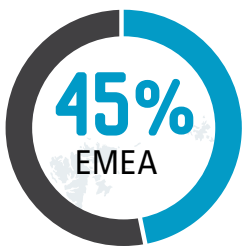
CUSTOMERS
TRUST US TO KEEP THEIR
FACILITIES FREE FROM
DIRT AND DEBRIS

SINCE
1870

A LEGACY
OF CREATING THE
WORLD'S GREATEST
CLEANING SOLUTIONS

330+

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



PERCENT OF
EMPLOYEES BY
REGION/FUNCTION

UDEN
THE NETHERLANDS
MANUFACTURING &
DISTRIBUTION CENTER

ANTWERP
BELGIUM
EMEA HEADQUARTERS

VENICE
ITALY
IPC GLOBAL

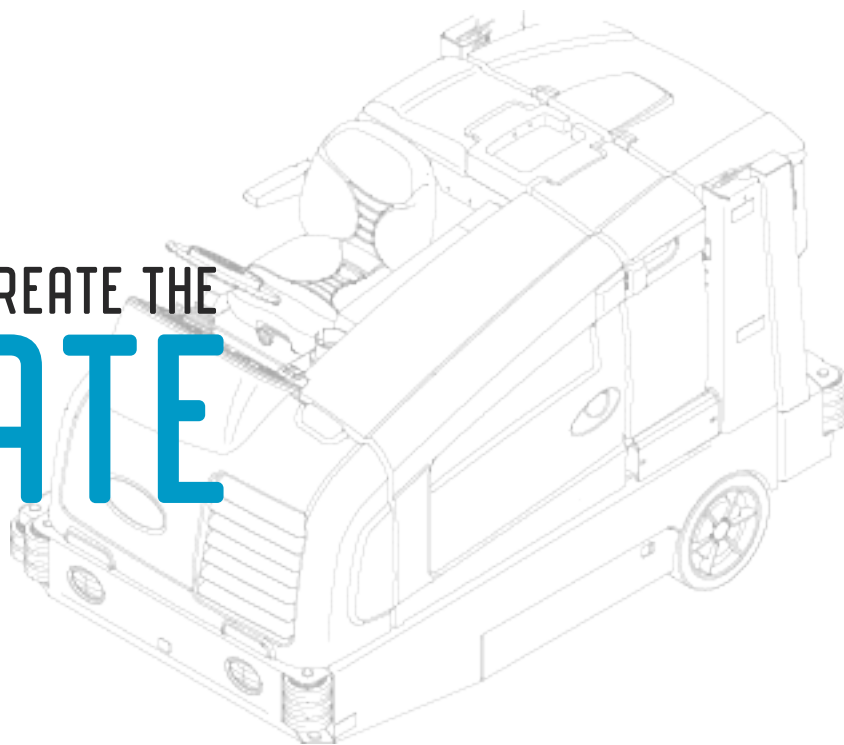
YOKOHAMA
JAPAN
JAPAN SALES & SERVICE
HEADQUARTERS

SHANGHAI
CHINA
APAC
MANUFACTURING
Tennant

SINGAPORE
APAC HEADQUARTERS

SYDNEY
AUSTRALIA
AUSTRALIA SALES &
SERVICE HEADQUARTERS

TENNANT SOLUTIONS CREATE THE ULTIMATE SHINE



*We Create Marvelous
Machines of Clean.*



TENNANT M17
Battery Rider Sweeper-Scrubber

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

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

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

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

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

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

“

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

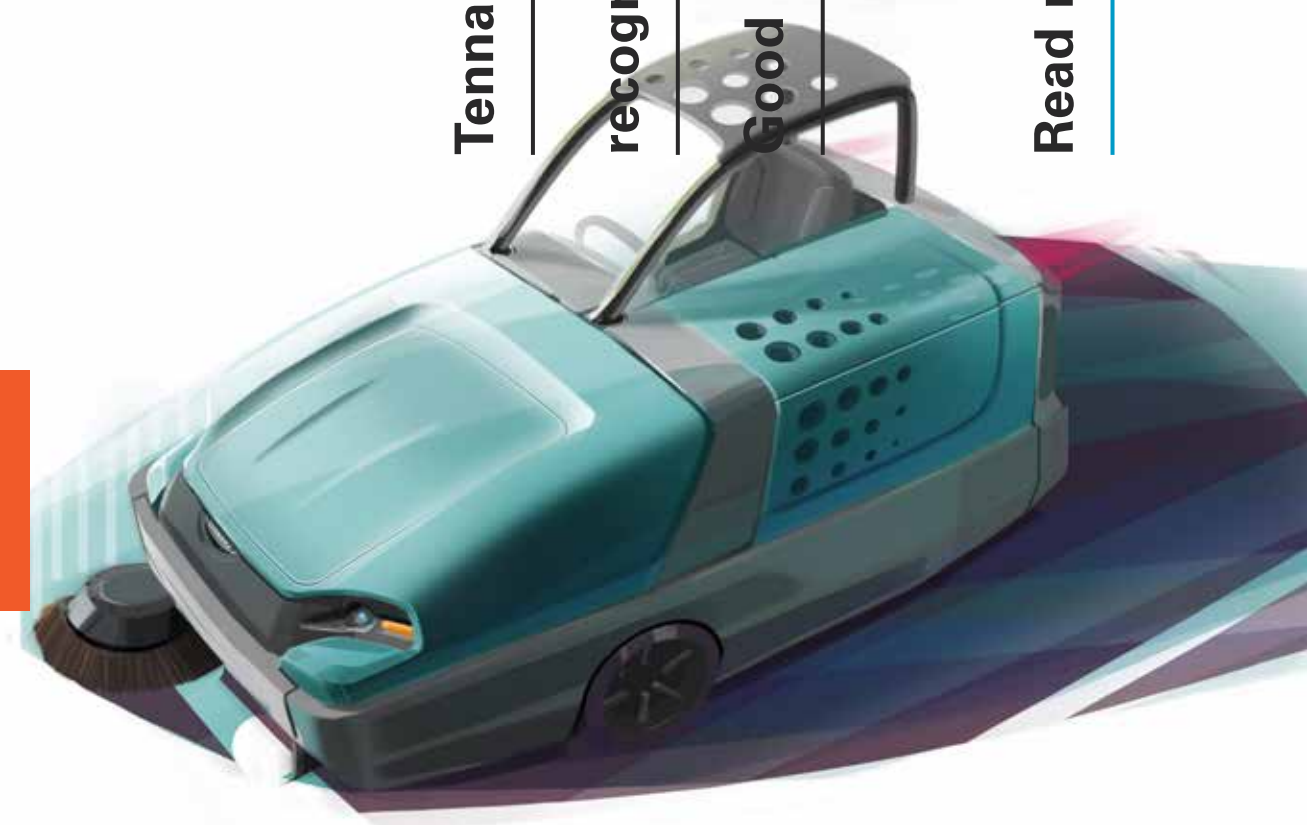
John Ickes

Sr. Principal Industrial Designer
for Tennant Company

”

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

Read more at www.tennantco.com





Our Markets

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



BUILDING
SERVICE
CONTRACTORS



MANUFACTURING



LOGISTICS AND
WAREHOUSING



RETAIL



EDUCATION



HEALTHCARE



AVIATION AND
TRANSPORT



MINING



AUTOMOTIVE



GOVERNMENT



FOOD AND
BEVERAGE



HOSPITALITY





OUR PRODUCT CATEGORIES

01



Scrubbers

02



Sweepers

03



Sweeper /
Scrubbers

04



Extractors

05



Burnishers
& Floor Machines

06



Vacuums

07



Pressure
Washers

08



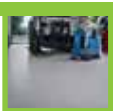
Tools

09



Service

10



Coatings

11



Pre-Owned
Machines

12



Parts

13



Leasing

14



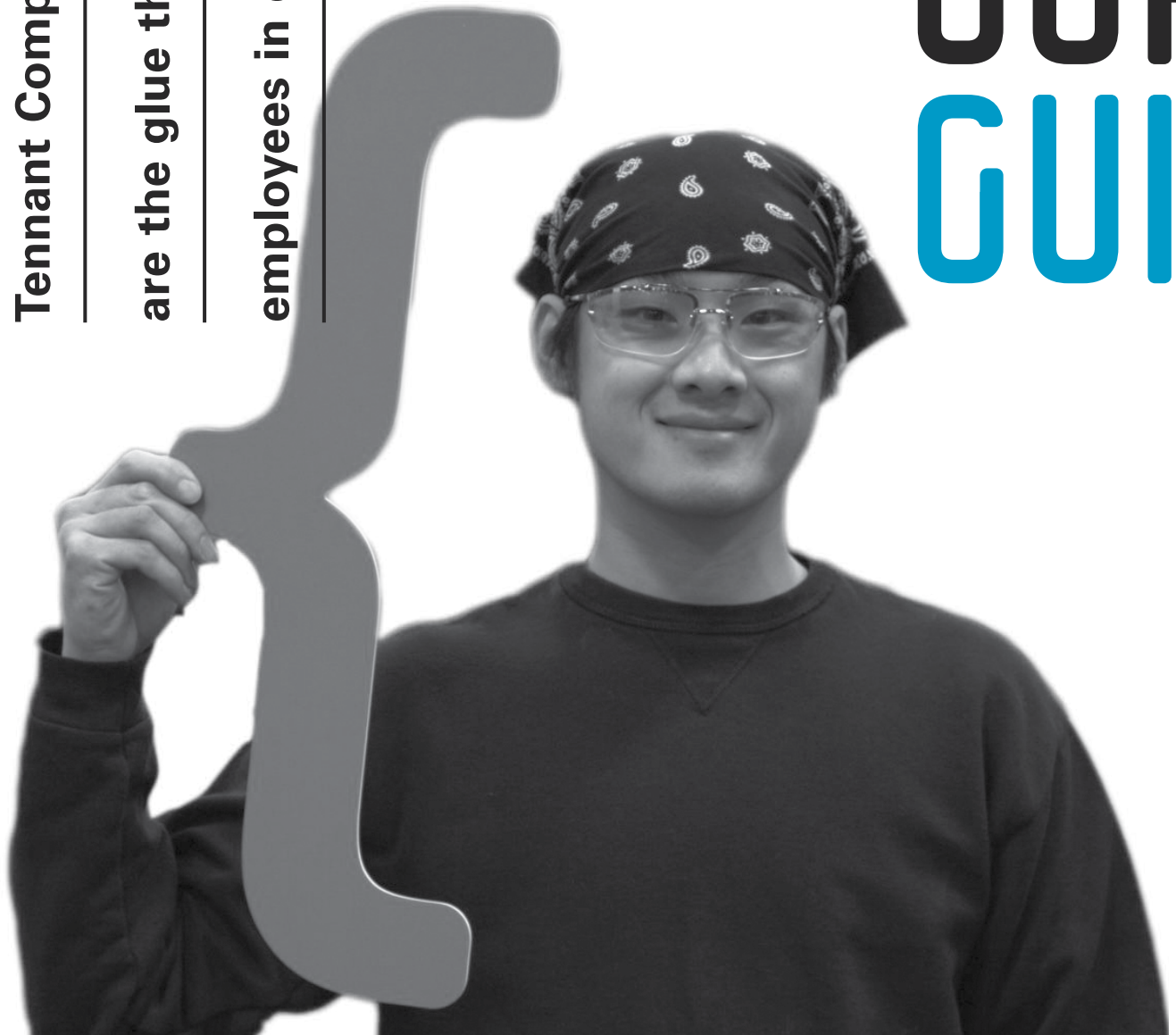
Specialty
Cleaning Equipment



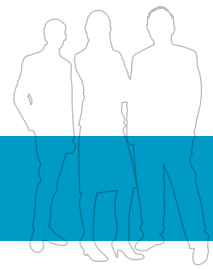
Tennant Company's Guiding Principles

are the glue that binds together our

employees in every corner of the world.



OUR GUID



WHY OUR EMPLOYEES JOINED TENNANT COMPANY

Strong Reputation

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

Work Life Balance

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

Energizing Opportunities

"Challenging work with potential of high impact"

ING PRINCIPLES

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

WE WILL THINK IN NEW WAYS...

through GLOBAL COLLABORATION

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

with EMPOWERMENT

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

as the INNOVATION LEADER

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

WE WILL PURSUE NEW EXPERIENCES...

through IMPACTFUL WORK

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

by being GROWTH ORIENTED

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

with ENERGIZING OPPORTUNITIES

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

WE WILL BUILD ON OUR LEGACY...

using STEWARDSHIP

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

as an ETHICAL COMPANY

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

with AUTHENTICITY

We will be authentic, transparent, accessible and responsive.



CREATING A CLEANER, SAFER, HEALTHIER WORLD.

A Commitment to Sustainability

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



FOUR FOCUS AREAS

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



PRODUCTS

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



GREENHOUSE GAS (GHG) EMISSIONS/ENERGY

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



WASTE

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



PEOPLE & COMMUNITIES

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

Sustainable Enterprise HIGHLIGHTS

**11,000
POUNDS**

**OF ORGANICS
DIVERTED**



4

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



**690
PALLET
REPAIRED &
REUSED**



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



Cynthia Cummis
Deputy Director of
GHG Protocol at World
Resources Institute

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



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

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



**16 EMISSIONS
REDUCTION PROJECTS**

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



**24,000
POUNDS**

**ELECTRONIC WASTE
DIVERTED**

\$595,000

**CHARITABLE
DONATIONS**

Highlights from the 2017 Tennant Company Sustainability Report



Learn more: www.tennantco.com

JOIN US AS A CREATOR OF {NEW

TENNANT COMPANY

CREATING A CLEANER, SAFER, HEALTHIER WORLD



CONTACT US

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

jobs.tennantco.com

tennantco.com

NYSE: TNC



Tennant Company
Welcomes You!



BE A CREATOR OF {NEW