

2012 SUSTAINABILITY REPORT



PROTECTING.



FUTURE.



GENERATIONS.







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CEO LETTER



Chris Killingstad

President and Chief Executive Officer
Tennant Company

CHALLENGING THE STATUS QUO

At Tennant Company, our vision is to lead the global industry in sustainable cleaning innovation that empowers our customers to create a cleaner, safer and healthier world. Our steadfastness to industry-leading innovation is the essence of our business, and increasingly, our commitment to sustainability is inextricably linked to everything we do—from new product development to community investment.

This year's Corporate Sustainability Report takes stock of the progress we made in 2012. You will learn about some of our innovative new products, like the T12 Compact Rider Scrubber. The T12 is our first product, designed from the ground up, using modular components. The T12 modular design represents the realization of a strategic decision in 2010 to take a new direction in our product development process. By working

to incorporate modular design into all of our new products, we will significantly reduce waste while maximizing existing knowledge and tools—key elements of responsible design.

You will also learn about new company-wide efforts to streamline our processes and engage our employees in continuous improvement. For example, you will read about the 8 Wastes program—an exciting new initiative at Tennant that leverages the knowledge of our employees as we seek to constantly reduce waste and improve the way we operate. Although this program is still in its infancy, it has already resulted in significant operational improvements. Just as important, it reflects the organizational and cultural shift that is taking place at Tennant in the area of sustainability.

As you will read in this report, Tennant's commitment to sustainability is strong and yielding measurable results. We lead the industry in developing products that improve our customers' productivity while delivering high performance cleaning with fewer negative environmental impacts. Our portfolio of innovative, differentiated, sustainable offerings has grown to include ec-H2O™ technology, the Orbio 5000-Sc®, reformulated floor coatings and other products that help customers reduce their environmental impact. We believe customer acceptance of these innovations reflects their strong

appetite to become more sustainable in their daily cleaning operations.

Despite these successes, we are not content to simply maintain our positive, steady progress. We are motivated to challenge the status quo through an organizational shift that represents an expanded, systematic focus on running our global business as a sustainable enterprise.

To support the intensified focus on sustainability, we have formally elevated our sustainability efforts to the office of the CEO. We launched this initiative in February 2013 by creating a new role - Director, Sustainable Enterprise - to oversee the process. The new position reports directly to me. Moving forward, all sustainability efforts will be guided by a council of senior leaders at Tennant Company.

We are excited about this new direction and confident we will continue to realize material improvement along economic, environmental, and social dimensions in the months and years to come. This new initiative builds on the foundation created over the last few years—a foundation that includes four years of sustainability reporting with broadening scope, the development of a network of sustainability experts to advise various areas of the company and the launch of a variety of projects across Tennant designed to reduce waste and conserve energy.

In the coming months, our new sustainability council will continue to develop and roll out an updated strategy that will include goals, metrics and decision-making mechanisms. We have already started this process by conducting a series of meetings around the world with key Tennant stakeholders. The insights gained from these meetings will help shape and sharpen our sustainability focus. We look forward to engaging you as we move forward and keeping you updated on our progress.

I am very proud of the work we've done so far on the sustainability front. I am honored to be playing a central role as we accelerate our sustainability journey. Working together with Tennant's dedicated employees around the world, I am confident that we will continue to lead the industry in sustainable cleaning innovation.



Chris Killingstad
President and
Chief Executive Officer



CREATING A CLEANER, SAFER, HEALTHIER WORLD



ABOUT TENNANT COMPANY

Breakthrough cleaning solutions

High-quality products

Innovative technologies

Expert services

Tennant Company is a world leader in designing, manufacturing and marketing cleaning solutions to create a cleaner, safer, healthier world. With headquarters in Minneapolis, Minnesota, USA, Tennant Company delivers innovative cleaning solutions to customers through direct sales and service operations in Belgium, France, Germany, The Netherlands, Spain, the United Kingdom, USA, Australia, Brazil, China and Japan. Tennant products are also available through a vast distribution network in more than 80 countries.

Tennant Company makes machines used to maintain indoor and outdoor surfaces, coatings for repairing, protecting and adding beauty to floors, and aftermarket parts, service, maintenance and financing. Tennant is also a recognized leader in developing innovative cleaning technologies. The Orbio 5000-Sc solution, for example, uses Orbio Split Stream technology to provide efficient cleaning in applications on and off the floor. It can reduce the expense, effort, and environmental footprint associated with conventional daily-use cleaning chemicals. Products designed by Tennant Company are marketed under the Tennant®, Nobles®, Green Machines™, Orbio® and Alfa™ brands.

REPORT APPROACH

Tennant Company's 2012 Corporate Sustainability Report is our fourth annual report summarizing our priorities, programs and progress in the realm of corporate stewardship.

Stewardship is a fundamental value at Tennant Company, and sustainability is a core component of that value. Every year, we pursue new opportunities to reduce our corporate environmental footprint and improve the communities in which we live, work and play.

The theme of this year's report is "Protecting Future Generations by Challenging the Status Quo." We offer our readers profiles of people, products, operations and community in an effort to convey our overall approach and strategy to sustainability.

A complete summary of our Global Reporting Initiative disclosures and performance indicators is available online at www.tennantco.com.

**STRIVING TO SET THE STANDARD
FOR SUSTAINABLE CLEANING
AROUND THE WORLD**



BREAKTHROUGH INNOVATION

Sustainable Cleaning Solutions

ORBIO 5000-Sc WINS PRODUCT INNOVATION AWARDS

In our 2011 sustainability report we discussed the Orbio 5000-Sc, a self-generating, stand-alone unit that uses tap water, a small amount of salt and electricity to create the Orbio® Multi-Surface Cleaner for use in floor scrubbers, carpet extractors and spray-and-wipe applications. The 5000-Sc is breaking ground in the area of “on-site generation” of a cleaning solution. When the cleaning solution is generated “on-site,” as in the case of the 5000-Sc, the “footprint” associated with traditional packaged chemicals – manufacturing, packaging, transporting, storing and pouring – can be greatly reduced.

We were confident in the significance of this product to the world of sustainable cleaning solutions when we introduced it in 2011, and our efforts have now been recognized with two industry awards. These awards acknowledge Tennant Company’s leadership position in developing sustainable cleaning technologies.



AWARDS



Australian Business Awards

The Orbio 5000-Sc won the top award in product innovation from the Australian Business Awards, an organization that benchmarks industry leaders in various business and product categories. The award specifically recognizes Tennant’s research and development achievements in sustainable cleaning technologies.



National Cleaning Suppliers Association (NCSA)

The Orbio 5000-Sc also won the “Most Innovative Product” award from the NCSA in Australia at the Cleanscene show held in October 2012. Our product won top honors from a pool of 28 entries in the competition.



Tennant Company introduced its proprietary, chemical-free ec-H2O technology in 2008. ec-H2O is based on the established science of electrolysis. The U.S. Patent office has issued more than 800 patents for water electrolysis, several of which belong to Tennant Company. With scientific testing done by five laboratories on two continents, ec-H2O is used by thousands of customers around the world. ec-H2O customers include many of the world’s largest and most successful professional cleaning and facility service providers.

As of the end of 2012, Tennant’s ec-H2O had more than:

4,000
CUSTOMERS WORLDWIDE

40,000
SCRUBBERS IN THE
MARKETPLACE

\$444M
IN CUMULATIVE SALES
SINCE 2008

For more information, please go to
www.ec-h2ofacts.com

Eco-ITS™

50% plant-based floor coating

Tennant Company has long been a leader in developing innovative solutions, and our Specialty Surface Coatings solutions are no exception. We have a dual commitment to our customers—to help them create cleaner facilities while also helping them meet their sustainability goals. Eco-ITS, Tennant’s plant-based urethane floor coating, launched in 2012, helps our customers do both.

A fully VOC-compliant coating system, Eco-ITS is a low-odor product made with up to 50% less petroleum-based materials. Using a 95% plant-based BiOH® polyol supplied under an exclusive agreement with Cargill, Eco-ITS offers a sustainable coating application that improves productivity and minimizes shutdowns related to application.

Other benefits of Eco-ITS include:

- **Durability:** The performance and protection offered by Eco-ITS is similar to that of Tennant’s WearGuard™ technology, which has been applied successfully to millions of square feet of flooring throughout the world
- **Sustainability:** An environmentally friendly solution using up to 50% plant-based renewable technology
- **Low VOCs:** 21 g/L (clear formulation), 23-46 g/L (color formulation). US EPA maximum level for VOCs is 450 g/L.
- **LEED® Credit Availability:** Eco-ITS can help customers meet LEED criteria—LEED Green Building Certification Program credits may be available for Indoor Environmental Quality and Materials and Resources



A VOC PRIMER

Volatile organic compounds (VOCs) include a variety of chemicals, some of which may have short- and long-term adverse health effects. VOCs are emitted as gases from certain solids or liquids. The U.S. Environmental Protection Agency emphasizes the importance of minimizing exposure to VOCs.

VOCs can be found in a variety of products, including:

- Paints and lacquers
- Paint strippers
- Cleaning supplies
- Pesticides
- Building materials and furnishings
- Office equipment such as copiers and printers

The health effects of VOC exposure can include:

- Eye, nose and throat irritation
- Headaches
- Loss of coordination
- Nausea
- Damage to the liver, kidney and central nervous system

Tennant takes the threat of VOC exposure seriously and is committed to developing products that protect the health of the people who use them and are around them. Eco-ITS is just one example of our commitment to sustainable, environmentally friendly product design.

Source: <http://www.epa.gov/iaq/voc.html>



Eco-ITS

is a low-odor product
made with up to

50%

less petroleum-
based materials

TENNANT COMPANY FLEET Helps Drive The Commitment To Sustainability

From demonstrating our latest products to servicing our machines in the field, Tennant's sales and service professionals are integral to our company's success. They are also required by the nature of their work to log quite a few miles on the road. Never content with the status quo, both our sales and service teams made significant efforts in 2012 to reduce emissions and improve fuel economy.

Reducing Emissions with Better Vehicles

Tennant Company's on-the-ground sales force is our face to the customer. Our sales representatives spend a considerable amount of time visiting prospective customers in order to demonstrate our products in person. Of course, bringing a rider scrubber to the customer is no simple task; it requires a good trailer and a vehicle with serious towing capacity.

Until recently, all Tennant sales reps in North America drove Chevrolet Suburbans—renowned for their towing capacity but not as impressive in terms of fuel economy. With fossil fuel use being the primary source of carbon dioxide (CO₂) emissions around the world, Tennant saw an

opportunity to reduce fuel consumption and CO₂ emissions while making a positive impact on the company's bottom line.

After a thorough testing process, Tennant's fleet management team phased out the Suburban in favor of the Ford F150 pickup with an EcoBoost V6 engine. This vehicle can get up to 22 miles per gallon (mpg)/9.4 Km/liter—a significant improvement over the Suburban, which can average as little as 10 mpg/4.25 Km/liter.

Even though our U.S. team increased miles driven by 130,133 last year, the switch to the F150 still brought about a \$97,000 reduction in fuel costs in just one year. And in Canada, we realized a reduction in fuel costs of \$3,613 while increasing kilometers driven by 167,994. This resulted in an overall reduction in fuel consumption by 25,731 gallons for the North America fleet. As a result of these positive changes, Tennant's CO₂ emissions per mile in 2012 were reduced by 3% in the U.S. and 7% per kilometer in Canada.

Maximizing Efficiency with GPS Technology

One business feature that sets Tennant apart from the competition is our factory-direct service team. Where other companies tend to subcontract this work out, our service technicians are Tennant employees who truly understand the company's products and values. This translates to a more consistent experience for our customers.

Last year, our fleet management team saw an opportunity to improve fuel economy and reduce CO₂ emissions through the installation of GPS devices in our service vehicles. These devices are helping our technicians optimize their routes and plan their schedule for the day, which promises to reduce fuel consumption. The devices can also track idle time and monitor harsh driving, which increases fuel and maintenance costs. In 2012, about 30 vehicles had the GPS devices installed, and all 410 units should be installed by the third quarter of 2013. To encourage ongoing success for the program, Tennant has hired a dedicated Operations Coordinator to oversee and monitor the program to ensure that goals are being met.



SINCE 2011

25,731

Reduction in gallons
of fuel used

3%

Reduction in CO2 emissions
per mile in the United States

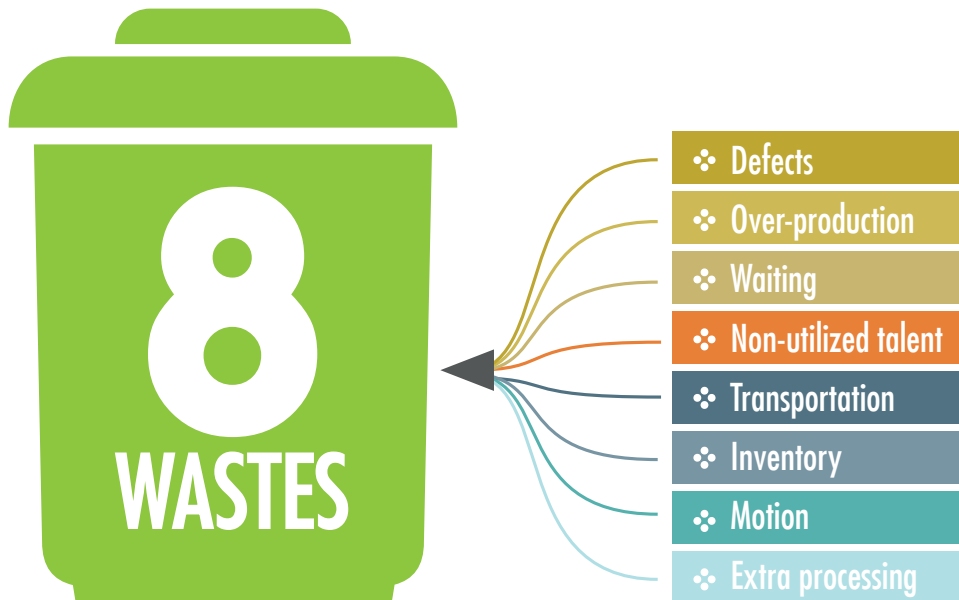
7%

Reduction in CO2 emissions
per kilometer in Canada

**REDUCING
EMISSIONS WITH
MORE EFFICIENT
VEHICLES**

8 WASTES PROGRAM

Small Wins Yield Big Savings



At Tennant Company, we are always looking for new ways to improve our productivity and reduce our environmental impact. Last year we took our commitment around continuous improvement to another level with the introduction of the 8 Wastes program to our Minneapolis, Minn., production operations. With waste elimination as the underlying theme, the goal of this program is to drive change throughout the company to make our business more efficient and effective in a variety of ways. We are working to:

- Deploy employees and other resources usefully and effectively;
- Educate employees to be able to identify activity that doesn't add value (as defined by our customers); and
- Optimize our inventory and processing through thoughtful use of our time and energy.

We kicked off the program in 2012 in a series of eight meetings with front-line employees to explain each of the 8 wastes, focusing on one waste per week. Our employees were then asked

to return to work and look for examples of the week's featured waste "in action." Employees would regroup the following week to share their findings, discuss possible solutions and learn about the theme for the coming week. These meetings went on for about ten weeks, providing our employees with a solid foundation of knowledge in how to identify and address waste in the workplace.

Armed with this knowledge, our employees began to take action. We installed continuous improvement boards—large poster boards where employees track and monitor their findings—in all areas of the plant, available for everyone's use. The boards include:

- An explanation of the identified waste
- The problem or issue posed by the waste
- Possible solutions
- The name of the employee who identified the waste and the possible solutions

WE ARE ALWAYS LOOKING FOR NEW WAYS TO IMPROVE OUR PRODUCTIVITY AND REDUCE OUR ENVIRONMENTAL IMPACT

The continuous improvement boards are powerful visual reminders of the potential for improvement that exists in our workplace. They also create accountability—instead of ideas being shared, for example, in a meeting or an email and then quietly being forgotten, the boards clearly display areas for improvement and potential solutions. Every idea is investigated and considered, and we are committed to following up on each idea, even if implementing the solution isn't an immediate possibility.

The 8 Wastes program has already seen considerable success, with high employee engagement. In 2012, there were 1,311 improvement ideas and closures with 63% of plant employees participating. Moving forward, our goal for 2013 is to identify or “close” 350 ideas every quarter and improve the participation rate for our workforce. In fact, we're already exceeding these goals, with 847 ideas identified in the first quarter of 2013 and 87% participation.

Although the 8 Wastes program is still in its infancy, it has already made a strong impression on our employees and contributed to positive changes in our production process. The program is unique because its purpose is to ensure that we are fully engaging our employees in problem solving and process optimization. This is an important part of our efforts to create a sustainable culture that is focused on respecting our employees and embracing continuous improvement.

PROGRAM RESULTS



PARTS CONSOLIDATION

After two weeks of being cross-trained on a new assembly line, an assembler identified seven opportunities to consolidate parts. This reduced our overall part numbers while reducing inventory by over \$2,000, and reducing material costs by over \$3,800.



SYSTEM UPGRADE

A powder coat painter identified that the vacuum system to reclaim waste powder for reuse was not working, nor designed for optimal performance. Maintenance redesigned and upgraded the system, improving the reclaim rate and reducing wasted powder by more than 15%.

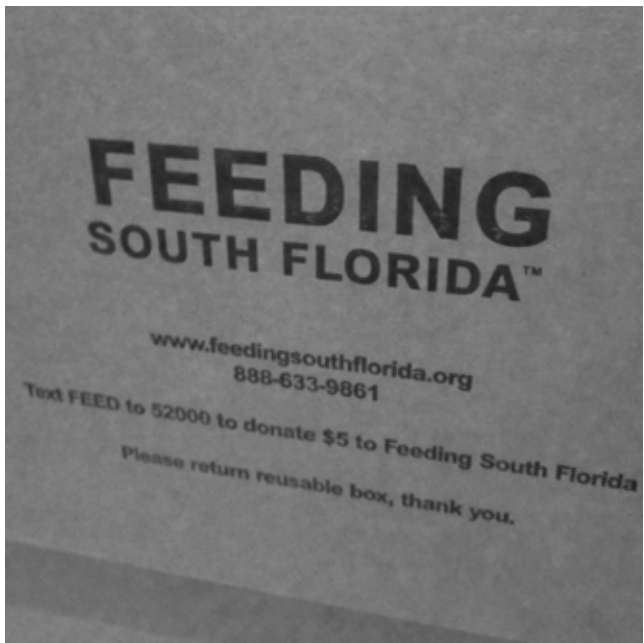


EMPOWERMENT

A material handler identified that if the location of two materials in the warehouse could be switched, it would improve both ergonomics and material flow. Instead of waiting for an engineer to make the change, he was empowered to not only suggest the improvement, but take action and implement it himself.



**STEWARDS
OF OUR
COMMUNITIES**



COMMUNITY Service

Stewardship of the communities where we work, live and play has long been a key focus for Tennant Company, and we are constantly looking for new opportunities to give back. One of the ways we have enhanced our community investment commitment is by organizing volunteer opportunities for our employees, such as the addition of community service projects to Tennant's global sales meetings. Tennant's employees have taken half a day from the proceedings to volunteer their time to local charities, truly embodying Tennant's value of stewardship.

HYGIENE KITS FOR THE HOMELESS

People who are experiencing homelessness often struggle with the basic daily maintenance needs some of us might take for granted—for example, many have no idea when they'll get their next meal or if they will ever be able to afford a haircut. Tennant partnered with HOPE in Miami Beach—a charity that hosts events every two months for the homeless that include free haircuts, medical services and meals—to help meet the basic hygiene needs of the area's homeless. Tennant purchased the supplies (toothbrushes, toothpaste, soap, deodorant, shaving cream, razors, washcloths, shampoo, nail clipper sets) and 81 employees assembled the items into mesh bag kits. Approximately 750 kits were assembled by our employees, which were distributed by HOPE at Miami Beach's homeless events throughout the year.

BEACH CLEANUP

Partnering with Surfrider Foundation—an environmental organization that is dedicated to the protection and enjoyment of the world's oceans, waves and beaches—144 Tennant employees took part in a physically demanding beach cleanup project in the South Beach area of Miami Beach that involved the removal of invasive plants. Our partners at the Surfrider Foundation were impressed with our employees' productivity and the sheer volume of invasive plants they were able to remove during the project.

COMMUNITY Service

10,000 SANDWICHES

While many people are inspired to help feed the hungry around major holidays, the unfortunate truth is that hunger relief is a serious issue year-round. Therefore, Tennant made a commitment to help serve the daily food needs of Florida residents through a large-scale sandwich assembly project. Tennant purchased the supplies needed to make 10,000 sandwiches for the hunger-relief organization Feeding South Florida. 101 Tennant employees volunteered to make the sandwiches, which Feeding South Florida delivered to several of their community locations for direct distribution to the hungry—primarily families and children—throughout the Miami area.

BIKES FOR KIDS: GIVING BACK IN MEXICO

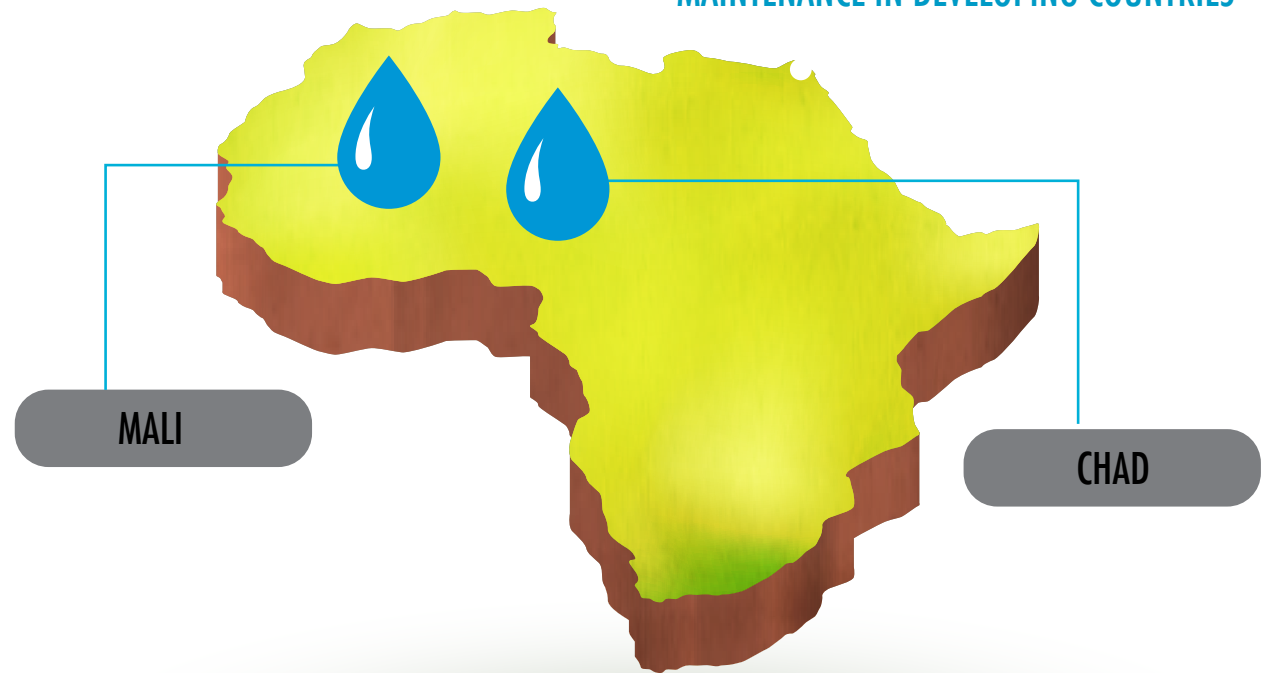
To support the local economy, Tennant purchased the bicycles from a Mexican company called Mercurio and had the unassembled bikes sent to the hotel where the coatings division was having its meeting. Then 100 meeting participants, including both Tennant employees and coatings partners, spent an afternoon assembling the 40 bikes—enough for every child at the school. The children were delighted with their bikes, and many commented in thank you notes that they likely would never have received such a gift without Tennant's generosity.

A COMMITMENT TO CLEAN WATER

For the third consecutive year, Tennant France has partnered with Solidarités International, an organization that is committed to ensuring a safe water supply in the developing world. For every machine equipped with ec-H2O technology that Tennant sells in France, we have committed to donating five euros to the organization. This year, the money will be used to support clean water initiatives for a village in Mali. Last year, our donation supported the construction and maintenance of a well in Chad.

For 2012, Tennant donated over 4,000 euros—enough to supply the sponsored village with clean water for a month. This partnership is well aligned with Tennant’s mission and values, as Tennant is committed to developing technology that conserves water and is environmentally sound. We look forward to growing this partnership with Solidarités International in the years to come as we continue to break new ground in sustainable cleaning solutions.

SUPPORTING WATER WELL CONSTRUCTION & MAINTENANCE IN DEVELOPING COUNTRIES



PRESIDENT'S AWARD

Takashi Watanabe

Community investment is an important priority for Tennant Company, and we are committed to our spirit of stewardship—that is, our belief that we can effect positive change in the communities where we live, work and play. To recognize our employees who demonstrate exceptional stewardship, every year we select a small group of employees to receive our Leading Edge Awards. From among these award winners, we select one individual to receive the President's Award. In 2012, that honor went to Takashi Watanabe, a four-year Tennant employee in charge of industrial sales in the eastern area of Japan.

On March 11, 2011, Japan experienced a devastating national disaster—an earthquake that triggered a tsunami and a subsequent nuclear meltdown. The toll on the country was staggering. Over 15,000 people were killed, over 6,000 were injured and almost 3,000 people are still unaccounted for. In addition, hundreds of thousands of buildings were destroyed or significantly damaged. The 2011 Tohoku earthquake was the most powerful known earthquake to have ever hit Japan.

While cleanup efforts began almost immediately, travel to the impacted regions was widely restricted due to the threat of radioactive poisoning. This left the bulk of the rescue and cleanup burden on Japanese residents who were simultaneously dealing with their own personal tragedies related to the earthquake.

Takashi Watanabe, a Tennant employee who lives and works in eastern Japan, was one of the heroic people who immediately stepped up to help with the cleanup efforts. The devastation had hit his territory, including his colleagues and customers. He was committed to doing what he could to help. He quickly gathered as many Tennant-owned demo machines as he could, including the T3 and T5 scrubbers and the S20 rider sweeper, and set out to navigate a long and difficult route to the disaster sites. There he worked side by side with our customers for days, using donated Tennant equipment to help them clean their facilities so they could get back to work and begin the process of rebuilding their businesses and their country.

Japan is still dealing with the fallout from this devastating natural disaster. Many people are still living in temporary shelters because their homes were lost, and while nearly all the rubble has been removed, reconstruction is still lagging in some areas. The efforts of people like Tennant's Takashi Watanabe continue to play an important role in the revitalization of the country.



Takashi Watanabe receiving the President's Award from Chris Killingstad, Tennant Company President & CEO

JAPAN, 2011 - Late B
LEVELED B
9.0 QUAKE
TSUNAMI WAVE DEVASTATES...

"When I first heard of Takashi-san's actions I felt extremely proud to know that we have employees with such a high sense of stewardship toward the broader community and our customers around the world. Takashi-san put aside concerns for his own safety in an effort to show support for others that were directly affected by this terrible disaster. His selfless actions and his willingness to try and help others through his sense of compassion was a great example of how human spirit thrives in difficult times."

Mauro Compagnoni,
General Manager - APAC
Tennant Company

A vibrant field of sunflowers under a bright blue sky with scattered white clouds. The sunflowers are in various stages of bloom, with some in sharp focus in the foreground and others blurred in the background. The overall scene is bright and cheerful.

EMPLOYEES OF TENNANT COMPANY

WORK WITH A SPIRIT

OF STEWARDSHIP

CORPORATE GIVING Program

GIVING PRINCIPLES

Tennant Company's corporate giving is driven by a commitment to creating a cleaner, safer world in which to live, work and play. Through corporate-directed giving and the Tennant Foundation, our company proudly supports organizations, programs and individuals who share this value and commitment. Some examples of our giving programs include:

- **Tennant Employee Scholarship Program**
- **United Way**
- **Volunteer Gift Matching Program**
- **Equipment Donations**
- **Employee Gift Matching Program**
- **Operating and Capital Grants**

Tennant Foundation grants are typically modest operating grants, but we consider a small number of capital grants as well. When considering requests for grants, the Tennant Foundation considers: How does this request further our commitment to create a cleaner, safer world in which to live, work and play? Improving the "quality of life" in our community through environmental programs or social services is one perspective in our grant making. Workforce readiness through education, vocational rehabilitation and other similar services is a second category of giving. Finally, contributing to cultural and arts organizations that enable us to "play" is an important area of giving for the Tennant Foundation.

Tennant Company will consider making in-kind or equipment donations outside of the Foundation when requests are employee-supported, if they help to further our giving mission, and if the recipient organization meets eligibility requirements.

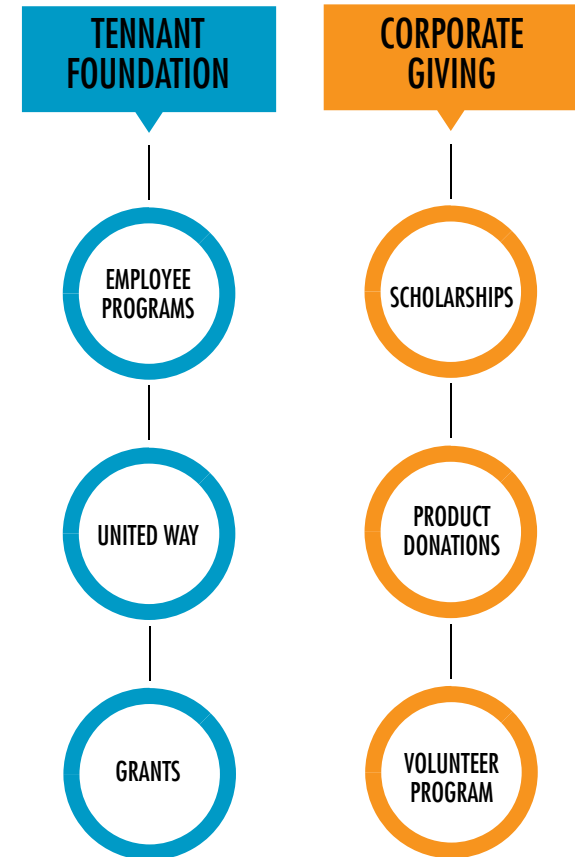
Grant Application Process

Organizations interested in submitting a grant request should complete the Minnesota Common Grant Application Form and explain how their organization's work helps to further Tennant Foundation's mission to create a cleaner, safer, healthier world in which to live, work and play. Only qualified 501(c)(3) organizations with no religious affiliation are eligible to receive a grant.

Mail completed applications to:

Tennant Foundation
701 North Lilac Drive, P.O. Box 1452
Minneapolis, MN 55440

TENNANT COMPANY FOUNDATION PROGRAMS



Live. Work. Play. GIVE.

TENNANT COMPANY'S GIVING PROGRAM SUPPORTS ORGANIZATIONS THAT CREATE A CLEANER, SAFER, HEALTHIER WORLD IN WHICH TO LIVE, WORK AND PLAY... FOR TODAY AND TOMORROW.

SCHOLARSHIP PROGRAM

In 1980, the Tennant Scholarship Program was implemented for eligible children of regular full-time or part-time Tennant employees. A maximum of 22 new scholarships are available annually, with awards of \$1,250 per year for full-time study. Each scholarship is limited to four consecutive years for those students attending any approved post high school educational program. Students must requalify for scholarships each year. Scholarships are granted on the basis of educational performance, extracurricular involvement, and potential to succeed in the chosen educational program.

GIFT MATCHING

The Gift-Matching Program was adopted in 1974 to provide matching contributions on employee gifts to post-secondary schools or colleges. In the 38 years since the program was put in place, the program has undergone significant enhancements:

- The program now includes most organizations recognized as non-profit and tax-exempt by the IRS.
- The maximum amount that can be matched per employee in any calendar year is \$1,500. The minimum amount to be matched is \$50.

During 2012, 133 employees took advantage of the Gift-Matching Program with their personal contributions. The Tennant Foundation matched their gifts totaling \$49,527.

VOLUNTEER GIFT MATCHING

The Volunteer Gift-Matching Program recognizes the volunteer work of Tennant employees in their respective communities. This innovative program matches 40 hours or more per year of volunteer hours to a single agency with a \$200 gift if that agency would otherwise be eligible for Foundation grants. The program encourages and rewards volunteerism in response to the ever-increasing needs of local non-profit organizations. In 2012, the program supported more than 400 hours of volunteer work by Tennant employees.

EQUIPMENT DONATIONS

Tennant Company donates Tennant-manufactured equipment to non-profit organizations to further our vision of creating a cleaner, safer world. We consider it an imperative that our company is a steward to the communities in which we do business.

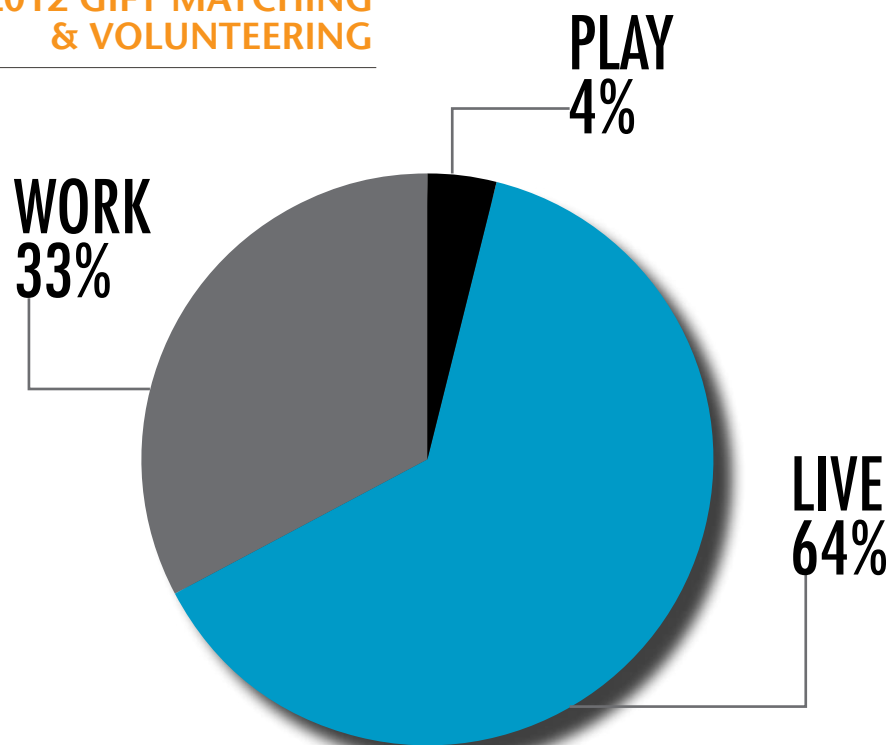
Organizations that are non-profit entities, with 501(c)(3) designation and who do not have a religious affiliation, may be eligible for an equipment donation. Equipment donations may be granted to any eligible organizations in the United States. Consideration will be given to the potential for a donation to adversely impact the business of a Tennant partner or distributor. Therefore, Tennant may consult its partners prior to making a final decision. Tennant will also consider the request if it is supported by a Tennant employee.

2012 FINANCIAL DATA

TENNANT FOUNDATION AND GIVING

FISCAL YEAR ENDED DECEMBER 31, 2012

2012 GIFT MATCHING & VOLUNTEERING



TENNANT FOUNDATION

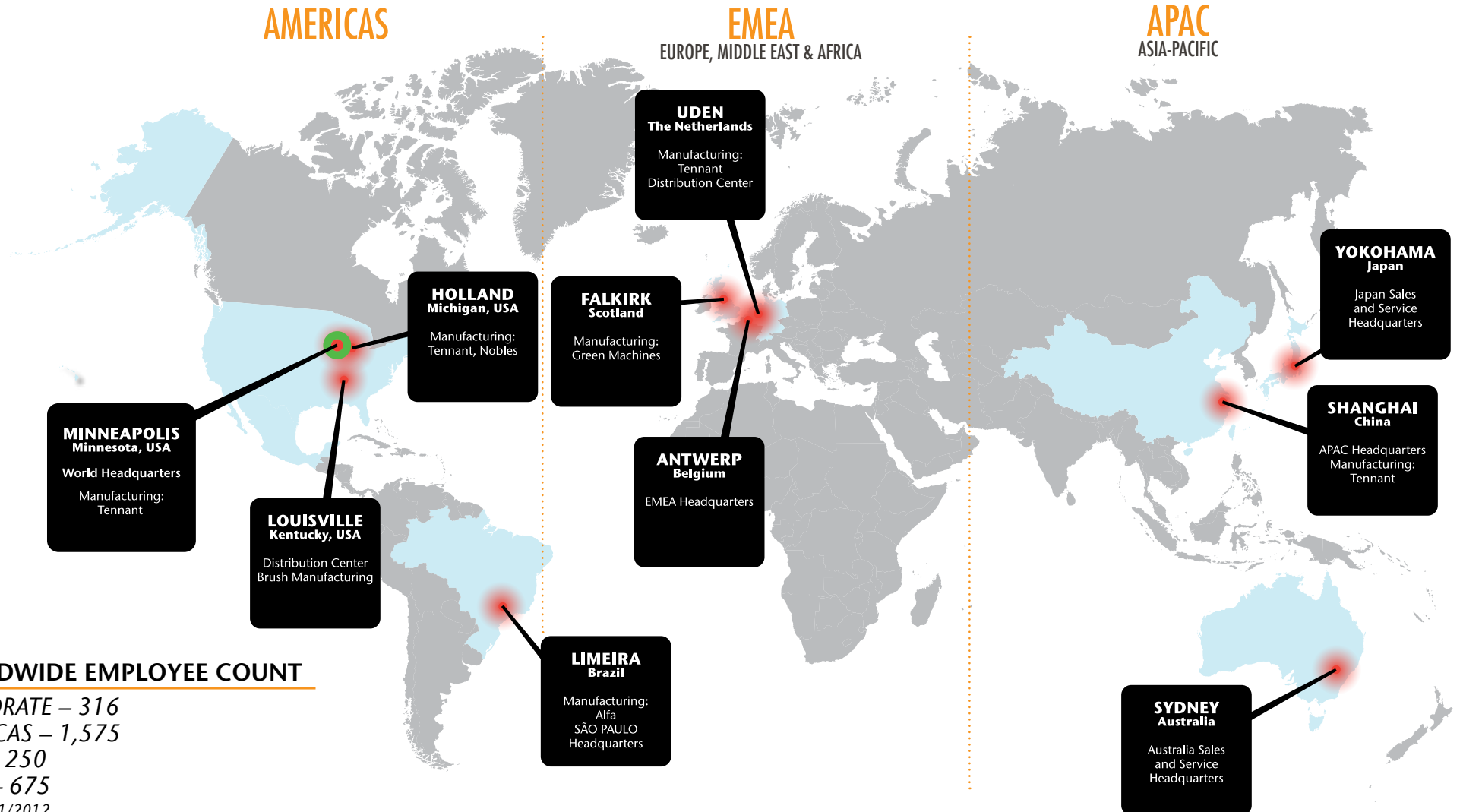
Total Grant Disbursement	\$342,500 ⁽¹⁾
Total Number of Grants	36
Total Employee Gift Matching	\$49,527 ⁽²⁾
Administrative Expenses	\$45,330
Expenses as a Percent of Disbursements	11.6%
<i>Grants Paid in 2012</i>	
Social Services (LIVE)	\$54,000
Environmental (LIVE)	\$4,000
Cultural (PLAY)	\$36,500
Education & Workforce Readiness (WORK)	\$72,000
Public TV & Radio (WORK)	\$10,000
United Way	\$166,000
Total Foundation Grants	\$342,500

TENNANT GIVING

Tennant Scholarship Program	\$85,620
Inventory Donations	\$130,650
Total Giving Contributions	\$216,270 ⁽³⁾
GRAND TOTAL (1), (2), (3)	\$608,297

Global Locations

Headquartered in Minneapolis, Minnesota, USA, Tennant Company has global manufacturing operations.



WORLDWIDE EMPLOYEE COUNT

CORPORATE – 316
 AMERICAS – 1,575
 APAC – 250
 EMEA – 675
 As of 12/31/2012

APPENDIX

VISIT TENNANTCO.COM FOR MORE INFORMATION



GRI INDEX REPORT

Our 2012 Sustainability Report follows the Global Reporting Initiative's G3 reporting framework, released in 2006, at a B Application Level. A full summary of our GRI disclosures and performance indicators is provided in the index. Visit www.tennantco.com to learn more about the framework and its requirements.



FOUNDATION GRANTS & CONTRIBUTIONS

Please visit our sustainability page on www.tennantco.com for a complete list of scholarship recipients, volunteer gift matching, grant recipients and gift- matching recipients.



CONTACT US

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Minneapolis, MN 55440

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