

Federal Signal Corporation Retirement Plan

2024 Annual Funding Notice

Introduction

This notice includes important information about the funding status of your single employer pension plan ("the Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. **All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes, and you are not required to respond in any way.** This notice is required by federal law. This notice is for the plan year beginning January 1, 2024, and ending December 31, 2024 ("Plan Year").

How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded. The chart below shows the end of year assets and liabilities for the Plan Year and each of the two preceding plan years.

All monetary amounts are shown in US Dollars

| In year beginning in | 2024 | 2023 | 2022 |
|---------------------------------------|---------------|---------------|---------------|
| Measurement Date | 12/31/2024 | 12/31/2023 | 12/31/2022 |
| Plan Assets | \$82,453,890 | \$88,522,085 | \$87,053,549 |
| Plan Liabilities | \$103,784,891 | \$115,621,988 | \$117,271,851 |
| Percentage of Plan Liabilities Funded | 79.5% | 76.6% | 74.2% |

Plan Liabilities

Plan Liabilities in line 3 of the chart above are estimates of the amount of assets the Plan needs on the Measurement Date to pay for promised benefits under the plan.

Participant Information

The total number of participants and beneficiaries covered by the Plan as of the end of the Plan Year is shown in the table below.

| In year ending in | 2024 ¹ | 2023 | 2022 |
|--|-------------------|-------|-------|
| Current Employees | 236 | 290 | 321 |
| No Longer Working for the Employer and Have a Right to Future Benefits | 253 | 338 | 367 |
| Retired and Receiving Benefits | 803 | 804 | 755 |
| Total Participants | 1,292 | 1,432 | 1,443 |

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to make periodic contributions to the Plan, with the intention that:

- Annual contributions at least meet the minimum amount calculated under the new Pension Protection Act requirements.
- Benefits will be fully provided for employees during retirement.

Once money is contributed to the Plan, the money is invested by plan officials, called fiduciaries, who make specific investments in accordance with the Plan's investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries who are responsible for the plan investments with guidelines or general instructions concerning investment management decisions.

¹ Year-end participant counts for December 31, 2024, are not yet reconciled but estimated; participant counts as of January 1, 2024, were reduced by the number of participants that took lump sums in 2024.

The investment policy of the Plan is intended to:

- Ensure that current future benefit obligations are adequately funded in a cost-effective manner.
- Maintain a diversified portfolio of investments in order to maximize the long-term return on Plan assets for a prudent level of risk.
- Maintain liquidity to meet benefit payment and other Plan costs.
- Prudently manage administrative and management costs related to the Plan.
- Regularly review investment results and rebalance the portfolio periodically when considered appropriate.

Under the investment policy, the Plan's assets were allocated among the following categories of investments as of the end of the Plan Year. These allocations are percentages of total assets:

| Plan Asset Allocations | Percentage |
|--|-------------------|
| Cash and cash equivalents | 2.3% |
| Equity investments | |
| U.S. Large Cap | 13.2% |
| U.S. Small and Mid Cap | 18.6% |
| Developed international | 3.4% |
| Emerging Markets | 5.3% |
| Fixed income investments | |
| Government securities | 0.0% |
| Asset-backed securities | 0.1% |
| Corporate bonds | <u>57.0%</u> |
| Total | 100.0% |
| <i>The percentages as shown above may not add to 100% due to rounding.</i> | |

The actual return on assets for the year ending December 31, 2024, was 5.98%.

Events Having a Material Effect on Assets or Liabilities

By law this notice must contain a written explanation of new events that have a material effect on plan liabilities or assets. This is because such events can significantly affect the funding condition of a plan. For the plan year beginning on January 1, 2025, and ending on December 31, 2025, the Federal Signal Corporation expects the following events to have such an effect:

- Lump sum distributions of \$6,846,075 in 2024

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1515, Washington, DC 20210, or by calling 202-693-8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefits. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under "Where To Get More Information."

Summary of Rules Governing Termination of Single-Employer Plans

If a plan terminates, there are specific termination rules that must be followed under federal law, as summarized below:

There are two ways an employer can terminate its pension plan. First, the employer can end a plan in a "standard termination" but only after showing the PBGC that such plan has enough money to pay all benefits owed to participants. Under a standard termination, a plan must either purchase an annuity from an insurance company (which will provide eligible participants with periodic retirement benefits, such as monthly for life or, if a participant so elects, for a set period of time upon retirement) or, if a plan allows and a participant so elects, issue one lump-sum payment that covers the participant's entire benefit. The plan administrator must provide advance notice that identifies the insurance company (or companies) selected to provide the annuity. The PBGC's guarantee ends upon the purchase of an annuity or payment of the lump-sum. If the plan purchases an annuity from an insurance company and that company becomes unable to pay, the applicable state guaranty association guarantees the annuity to the extent authorized by that state's law.

Second, if the plan is not fully funded, the employer may apply for a distress termination. To do so, however, the employer must be in financial distress and prove to a bankruptcy court or to the PBGC that the employer cannot remain in business unless the plan is terminated. If the application is granted, the PBGC will take over the plan as trustee and pay plan benefits, up to the legal limits, using plan assets and PBGC guarantee funds.

Under certain circumstances, the PBGC may take action on its own to end a pension plan. Most terminations initiated by the PBGC occur when the PBGC determines that plan termination is needed to protect the interests of plan participants or of the PBGC insurance program. The PBGC can do so if, for example, a plan does not have enough money to pay benefits currently due.

Benefit Payments Guaranteed by the PBGC

When the PBGC takes over a plan, it pays pension benefits through its insurance program. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. Most participants and beneficiaries receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits that are not guaranteed.

The amount of benefits that PBGC guarantees is determined as of the plan termination date. However, if a plan terminates during a plan sponsor's bankruptcy, then the amount guaranteed is determined as of the date the sponsor entered bankruptcy.

The PBGC maximum benefit guarantee is set by law and is updated each calendar year. For a plan with a termination date or sponsor bankruptcy date, as applicable, in 2025 the maximum guarantee is \$7,432 per month, or \$89,182 per year, for a benefit paid to a 65-year-old retiree with no survivor benefit. If a plan terminates during a plan sponsor's bankruptcy, the maximum guarantee is fixed as of the calendar year in which the sponsor entered bankruptcy. The maximum guarantee is lower for an individual who begins receiving benefits from PBGC before age 65 reflecting the fact that younger retirees are expected to receive more monthly pension checks over their lifetimes. Similarly, the maximum guarantee is higher for an individual who starts receiving benefits from PBGC after age 65. The maximum guarantee by age can be found on PBGC's website, www.pbgc.gov. The guaranteed amount is also reduced if a benefit will be provided to a survivor of the plan participant.

The PBGC guarantees "basic benefits" earned before a plan is terminated, which include:

- Pension benefits at normal retirement age;
- Most early retirement benefits;
- Annuity benefits for survivors of plan participants; and
- Disability benefits for a disability that occurred before the date the plan terminated or the date the sponsor entered bankruptcy, as applicable.

The PBGC does not guarantee certain types of benefits:

- The PBGC does not guarantee benefits for which you do not have a vested right, usually because you have not worked enough years for the company.
- The PBGC does not guarantee benefits for which you have not met all age, service, or other requirements.
- Benefit increases and new benefits that have been in place for less than one year are not guaranteed. Those that have been in place for less than five years are only partly guaranteed.
- Early retirement payments that are greater than payments at normal retirement age may not be guaranteed. For example, a supplemental benefit that stops when you become eligible for Social Security may not be guaranteed.
- Benefits other than pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay, are not guaranteed.
- The PBGC generally does not pay lump sums exceeding \$7,000.

Liabilities of the plan may be higher than shown above on plan termination. In some circumstances, participants and beneficiaries still may receive some benefits that are not guaranteed. This depends on how much money the terminated plan has and how much the PBGC recovers from employers for plan underfunding.

For additional general information about the PBGC and the pension insurance program guarantees, go to the "General FAQs about PBGC" on PBGC's website at www.pbgc.gov/general_faqs. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information" below.

Corporate and Actuarial Information on File with PBGC

A plan sponsor must provide the PBGC with financial information about itself and actuarial information about the plan under certain circumstances, such as when the funding target attainment percentage of the plan, or any other pension plan sponsored by a member of the sponsor's controlled group, falls below 80%. Other triggers may also apply. The sponsor of the Plan, Federal Signal Corporation, or a member of its controlled group, was subject to this requirement to provide corporate financial information and plan actuarial information to the PBGC. The PBGC uses this information for monitoring and other purposes.

Where to Get More Information

For more information about this notice, you may contact Federal Signal Corporation's Pensions, at 1333 Butterfield Road, Suite 500, Downers Grove, IL 60515, through our pension website at <https://www.federalsignal.com/pensions> or by phone at 1-630-954-2292.

For identification purposes, the official plan number is 003, the plan sponsor's name and employer identification number "EIN" are Federal Signal Corporation and 36-1063330.

Supplement to Annual Funding Notice
of Federal Signal Corporation Retirement Plan for
Plan Year beginning January 1, 2024 and ending December 31, 2024 ("Plan Year")

This is a temporary supplement to your annual funding notice. It is required by the Moving Ahead for Progress in the 21st Century Act (MAP-21), the Highway and Transportation Funding Act of 2014 (HATFA), the Bipartisan Budget Act of 2015 (BBA15) and the American Rescue Plan Act of 2021 (ARPA). These federal laws changed how pension plans calculate their liabilities. The purpose of this supplement is to show you the effect of these changes. Prior to 2012, pension plans determined their liabilities using a two-year average of interest rates. Now pension plans also must take into account a 25-year average of interest rates. This means that interest rates may be higher and plan liabilities may be lower than they were under prior law. As a result, your employer may contribute less money to the plan at a time when market interest rates are at or near historical lows.

The "Information Table" below compares the effect of using interest rates based on the 25-year average (the "adjusted interest rates") and interest rates based on a two-year average on the Plan's: (1) Funding Target Attainment Percentage, (2) Funding Shortfall, and (3) Minimum Required Contribution. The funding target attainment percentage of a plan is a measure of how well the plan is funded on a particular date. The funding shortfall is the amount by which liabilities exceed net plan assets. The minimum required contribution is the amount of money an employer is required by law to contribute to a plan for a given year. The following table shows this information determined with and without the adjusted interest rates. The information is provided for the Plan Year and for each of the two preceding plan years, if applicable.

All monetary amounts are shown in US Dollars.

| INFORMATION TABLE | | | | | | |
|--------------------------------------|---|--|---|--|---|--|
| | 2024 | | 2023 | | 2022 | |
| | With Adjusted Interest Rates | Without Adjusted Interest Rates | With Adjusted Interest Rates | Without Adjusted Interest Rates | With Adjusted Interest Rates | Without Adjusted Interest Rates |
| Funding Target Attainment Percentage | 84.6% | 79.4% | 81.9% | 66.5% | 97.4% | 74.6% |
| Funding Shortfall | \$17,783,579 | \$25,327,677 | \$21,132,883 | \$48,314,136 | \$3,012,262 | \$38,356,783 |
| Minimum Required Contribution | \$3,237,174 | \$3,861,968 | \$3,442,511 | \$5,430,128 | \$1,653,409 | \$4,424,125 |