

2025 Sustainability Report





Our 2025 Report at a Glance

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This is our sixth annual Sustainability Report, showcasing our ongoing efforts to drive positive environmental and social impact while strengthening responsible business practices. To prepare this report, we conducted a materiality assessment to understand the sustainability topics that are most important to our internal and external stakeholders. This report provides details on our performance on many of these topics.

Over the course of the last few years, we have completed several acquisitions. For these reasons, when preparing this report, we were diligent in collecting data that was consistent and complete across our business portfolio.

This report was produced following the Global Reporting Initiative (GRI) Sustainability Reporting Standards and the Institutional Shareholder Services Inc. (ISS) Environmental and Social Disclosure QualityScore™ Framework. Information in this report covers our fiscal year ended December 31, 2024, unless otherwise indicated. There currently are several regulations requiring certain climate-focused disclosures pertaining to governance, risk management, strategy and other areas. It is our intent to demonstrate compliance with these and any other applicable regulations in future filings and public postings. Certain metrics also include references to our performance in 2019, 2020, 2021, 2022 and 2023. We may make periodic updates on our performance in the future, and intend to include those updates on the Sustainability page of our website. We are proud to be a company whose products have inherent environmental and social importance, and we hope that our pride is evident upon reading this report.

A Message from our CEO



As we publish our sixth annual Sustainability Report, we are proud to share the progress we’ve made—and the path we’re paving toward a more sustainable future. With a strong foundation in place, we are pleased to have met the environmental goals we have set for 2030.

At Federal Signal, we understand that our role as a leading manufacturer of specialty infrastructure maintenance and hauling vehicles and equipment, as well as safety products, comes with both opportunity and responsibility. As we grow, so does our ability to positively impact the world around us. Our diverse product portfolio is uniquely positioned to help our customers—including municipalities and contractors—meet their own sustainability targets while improving the safety, cleanliness, and resilience of the communities they serve.

This year’s report highlights how our technologies and initiatives support our customers in lowering their carbon footprint and managing resources more efficiently. Our continued progress toward vehicle electrification, including expanding electric options across multiple product lines in recent years, is just one example. From hybrid and all-electric sweepers to EV-compatible dump bodies, our innovations are helping communities transition to cleaner fleets without sacrificing performance or reliability.

Internally, we have continued to embed sustainability into every aspect of our operations. We have increased the frequency of utility consumption tracking to better identify and address areas of high resource use. These efforts—and the dedication of our teams—have enabled us to meet our 2030 goals for reducing CO₂ production, electricity consumption, water consumption, and natural gas consumption ahead of schedule. As we look to the years ahead, we remain committed to continuous improvement and will thoughtfully refine our sustainability objectives.

We believe sustainable business practices are not only good for the planet—they are good for people. That’s why we continue to invest in the health, safety, and professional growth of our employees. We offer comprehensive benefits, champion safe and effective workplace practices, and remain steadfast in our commitment to a culture where all employees are treated fairly.

Federal Signal has a 120-year legacy of engineering solutions to meet the evolving needs of our customers. That legacy continues today as we innovate with intention—backed by data, driven by purpose, and focused on long-term impact. As we move forward, we remain committed to being a responsible partner, a trusted employer, and a company our investors can believe in.

Regards,



Who We Are

Federal Signal Corporation was founded in 1901 and joined the New York Stock Exchange (NYSE) in 1969. We trade under the ticker symbol FSS.

We are a leading global designer, manufacturer, and supplier of products and total solutions that serve municipal, governmental, industrial, and commercial customers. Our product portfolio includes vehicles and equipment for maintenance and infrastructure end-markets, including sewer cleaners, industrial vacuum loaders, safe-digging trucks, street sweepers, waterblasting equipment, road-marking and line-removal equipment, multi-purpose maintenance vehicles, dump truck bodies, trailers and metal extraction support equipment, and public safety equipment, such as vehicle lightbars and sirens, industrial signaling equipment, public warning systems, and general alarm/public address systems. In addition, we engage in the sale of parts, service and repair, equipment rentals, and training as part of a comprehensive aftermarket offering to our customers.



Our History

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1901- The Federal Electric Co., a manufacturer of electric signs is incorporated in Illinois by brothers John and James Gilchrist and partner John Goehst.



1955- The company is renamed the Federal Sign and Signal Corporation with a focus on warning with products such as police sirens, fire alarms, and outdoor lighting.



1961- The company goes public, trading on the NASDAQ exchange. Net income reaches \$1 million and sales hit a record \$15 million. Federal Sign and Signal subsequently joins the New York Stock Exchange (NYSE) in 1969, trading under the ticker symbol FSS.



1982- Elgin Sweeper Co., the leading manufacturer and pioneer in street sweeping machines, is acquired.



1994- The Pullman Company is acquired and renamed Vactor Manufacturing. Based in Streator, IL, Vactor has since become the industry standard for sewer cleaners in municipal markets.



2016- Jennifer L. Sherman is appointed President and CEO and joins the Board of Directors. Dennis J. Martin is elected Chairman of the Board.



2016- Westtech Vac Systems, a Canadian manufacturer of high-quality, rugged vacuum trucks, is acquired.



2016- Federal Signal announces the growth of its North American business with the acquisition of Joe Johnson Equipment (JJE), a leading Canadian-based distributor of maintenance equipment for municipal and industrial markets.



2017- Truck Bodies and Equipment International (TBEI) is acquired, making Federal Signal the owner of six dump truck body and trailer brands, including Crysteel, DuraClass, Rugby, Ox Bodies, Travis, and J-Craft.



2019- Vactor introduces TRUVAC, a brand of premium vacuum excavator trucks satisfying safe-digging requirements for locating and verifying underground utility lines and pipes.



2019- The company completes the acquisition of Mark Rite Lines Equipment Company, Inc. (MRL), a leading manufacturer of road-marking and line-removal equipment, along with Highmark Traffic Services Inc., a provider of road-marking services in Montana.



2021- The company continues its rapid pace of growth with three key acquisitions: OSW Equipment and Repair LLC, a leading manufacturer of dump truck bodies and custom upfitter of truck equipment and trailers, and its wholly-owned subsidiaries: Northend Truck Equipment (NTE) and Western Truck Body (WTB).



2021- Ground Force Worldwide (GFW), a leading manufacturer of specialty material handling vehicles supporting the extraction of metals and minerals, is acquired.



2021- Deist Industries, and its wholly-owned subsidiaries: Bucks Fabricating, Roll-Off Parts, AmeriDeck, and Switch-N-Go, manufacturers of interchangeable truck body systems and waste hauling products, is acquired.



2022- Elgin Sweeper introduces the first, plug-in, hybrid-electric street sweepers in the United States are sold to the city of Los Angeles.



2022- The company acquires TowHaul Corporation, a leading manufacturer of off-road towing and hauling equipment serving the mineral extraction industry.



2023- Federal Signal acquires Blasters Inc., a manufacturer of truck-mounted waterblasting equipment, with applications in road-way projects, airport runway rubber and marking removal and other surface preparation projects.



2023- Federal Signal acquires Trackless Vehicles, a leading manufacturer of multi-purpose, municipal sidewalk tractors, with applications in snow removal, mowing, asphalt repair, leaf loading, sweeping, and hauling.



2025- Federal Signal acquires Hog Technologies, a leading U.S. manufacturer of innovative truck-mounted road-marking, line-removal, and waterblasting equipment.

Mission & Vision

As an organization, we are relentless in our commitment to our customers to build and deliver equipment of unmatched quality that moves material, cleans infrastructure, and protects the communities where we live and work. Federal Signal's equipment keeps society moving, which means we have a duty to help solve the trickiest problems of the future in a sustainable and ethical manner. With every product we manufacture and every service we provide, we remain steadfast in our commitment to always do what is right. This commitment is shared throughout our organization, from our leadership to our people – and the 4,900 individuals who work each day to make this vision a reality.

Intellectual Curiosity

We believe “why” is the most important question of all, and we encourage each other to ask it.

Focus

While we are free to choose different tactics along the way, we will not waver from our strategy, our value proposition, and our commitment to delighting our customers.

Passion

We care deeply about our customers and about our fellow employees. We are relentless in the pursuit of solutions to customer problems, and we empower our employees to help them better meet those customer needs.

Our Mission, Vision, and Values

Adaptability

Our commitment to developing our workforce means that changing business conditions will not impede the accomplishment of our mission.

Clarity

With candor and coherence, we are willing to speak our minds.

Judgment


We strive to take action wisely, applying our extensive body of knowledge for the benefit of our customers, our employees, and our company.

Optimism

Without the belief that we are likely to succeed, we guarantee that we will not.

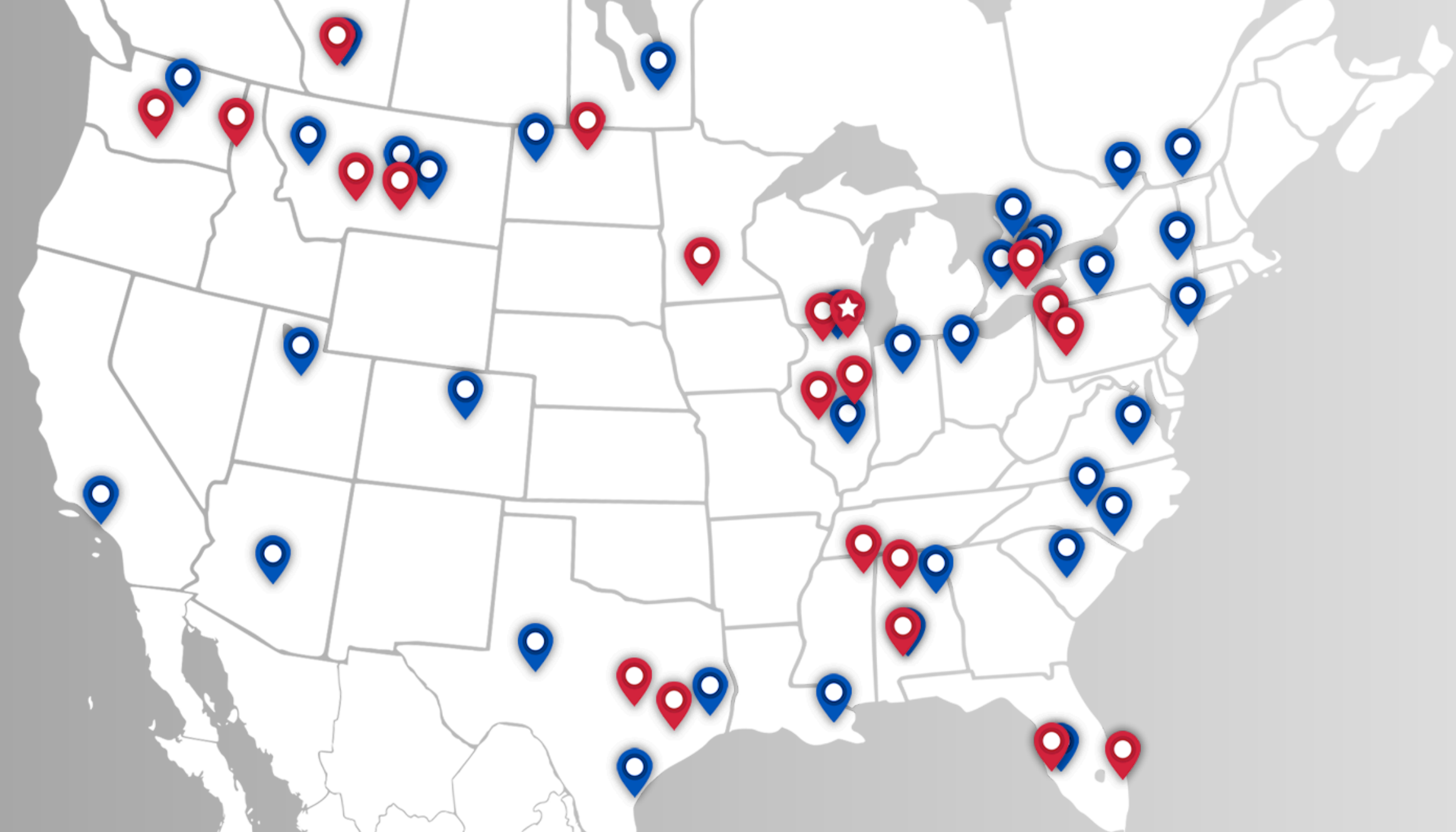


Our Locations















 **24** principal manufacturing facilities in five countries around the world

 **39** service center/customer support locations





~4,900 employees




NORTH AMERICA

-  Corporate Headquarters
Downers Grove, Illinois
-  Fayette, Alabama
-  Homewood, Alabama
-  Leeds, Alabama
-  Tempe, Arizona
-  Long Beach, California
-  Denver, Colorado
-  Stuart, Florida
-  Tampa, Florida
-  Post Falls, Idaho
-  Elgin, Illinois
-  Elmhurst, Illinois
-  Streator, Illinois
-  University Park, Illinois
- Highland, Indiana
- Gonzales, Louisiana
- Lake Crystal, Minnesota
- Tishomingo, Mississippi
- Belgrade, Montana
- Billings, Montana
- Missoula, Montana
- New Brunswick, New Jersey
- Albany, New York
- Rochester, New York
- High Point, North Carolina
- Monroe, North Carolina
- Rugby, North Dakota
- Williston, North Dakota
- Toledo, Ohio
- Hadley, Pennsylvania
- Saegertown, Pennsylvania
- Lexington, South Carolina
- Corpus Christi, Texas
- Houston, Texas
- La Porte, Texas

EUROPE

-  Zlin, Czechia
-  Newcastle, United Kingdom
-  Katowice, Poland
-  Barcelona, Spain
-  Madrid, Spain

AFRICA

-  Gauteng, South Africa

-  Midland, Texas
-  Salt Lake City, Utah
-  Richmond, Virginia
-  Snohomish, Washington
-  Tacoma, Washington
-  Calgary, Alberta, Canada
-  Edmonton, Alberta, Canada
-  Nisku, Alberta, Canada
-  Winnipeg, Manitoba, Canada
-  Halifax, Nova Scotia, Canada
-  Courtland, Ontario, Canada
-  Hamilton, Ontario, Canada
-  Innisfil, Ontario, Canada
-  London, Ontario, Canada
- Ottawa, Ontario, Canada
- Toronto, Ontario, Canada
- Montreal, Quebec, Canada

*Location and employee data as of June 2025

Our Brands



Federal Signal Products Keep the World Running

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Whether it is a firefighter responding to a natural disaster, a municipal crew using a snowplow tractor to clear sidewalks after a storm, a regenerative air sweeper removing debris from urban bike lanes, or a vacuum excavator supporting the installation of fiber-optic cable, our equipment helps transport materials, maintain critical infrastructure, and safeguard the communities where we live and work.

Our products power progress behind the scenes—making jobs more efficient and public spaces safer. Even when they are not visible, they are hard at work, helping the modern world function smoothly.

Our public safety systems deliver critical warnings and communication tools for emergency responders, municipalities, industrial sites, and civilians alike.

Our material hauling solutions serve the needs of construction teams, landscapers, and utility providers—enabling them to move heavy loads with greater ease, reliability, and safety.

Our infrastructure maintenance technologies support everything from pavement preservation to underground utility installation, ensuring that roads, pipelines, and industrial systems stay operational and compliant.

On pages 10–16 of this report, you will find real-world examples of how our products are helping customers enhance their environmental performance while achieving their operational goals.



Electrified Products

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Electrification remains at the heart of our mission to help customers and communities achieve their sustainability goals. Our growing portfolio of electric solutions empowers users to reduce their carbon footprint—without sacrificing performance, safety, or serviceability.

Most of our brands continue to offer electric versions. Lessons learned in the creation of the fully-electric Broom Bear continue to inform the development of hybrid and Battery Electric Vehicle versions of our other products, with work under way at MRL, Trackless and Vactor. Lightweight and power-efficient products at Rugby, Switch-n-Go and Federal Signal Public Safety Solutions reduce the energy demands on customers' chassis, making it easier for them to meet their own sustainability goals. New technologies and architectures on the drawing board foretell products with reduced energy consumption and emissions, even for our products with traditional combustion engines.

Electrifying heavy-duty, purpose-built vehicles presents unique challenges. These machines require substantial energy to perform demanding, mission-critical tasks. Designing systems that can safely store and deliver that energy—while meeting strict regulatory standards—demands deep technical expertise and long-term investment.

We're proud to be at the forefront of this transformation, leading the way in electrifying the vehicles that keep our communities running.



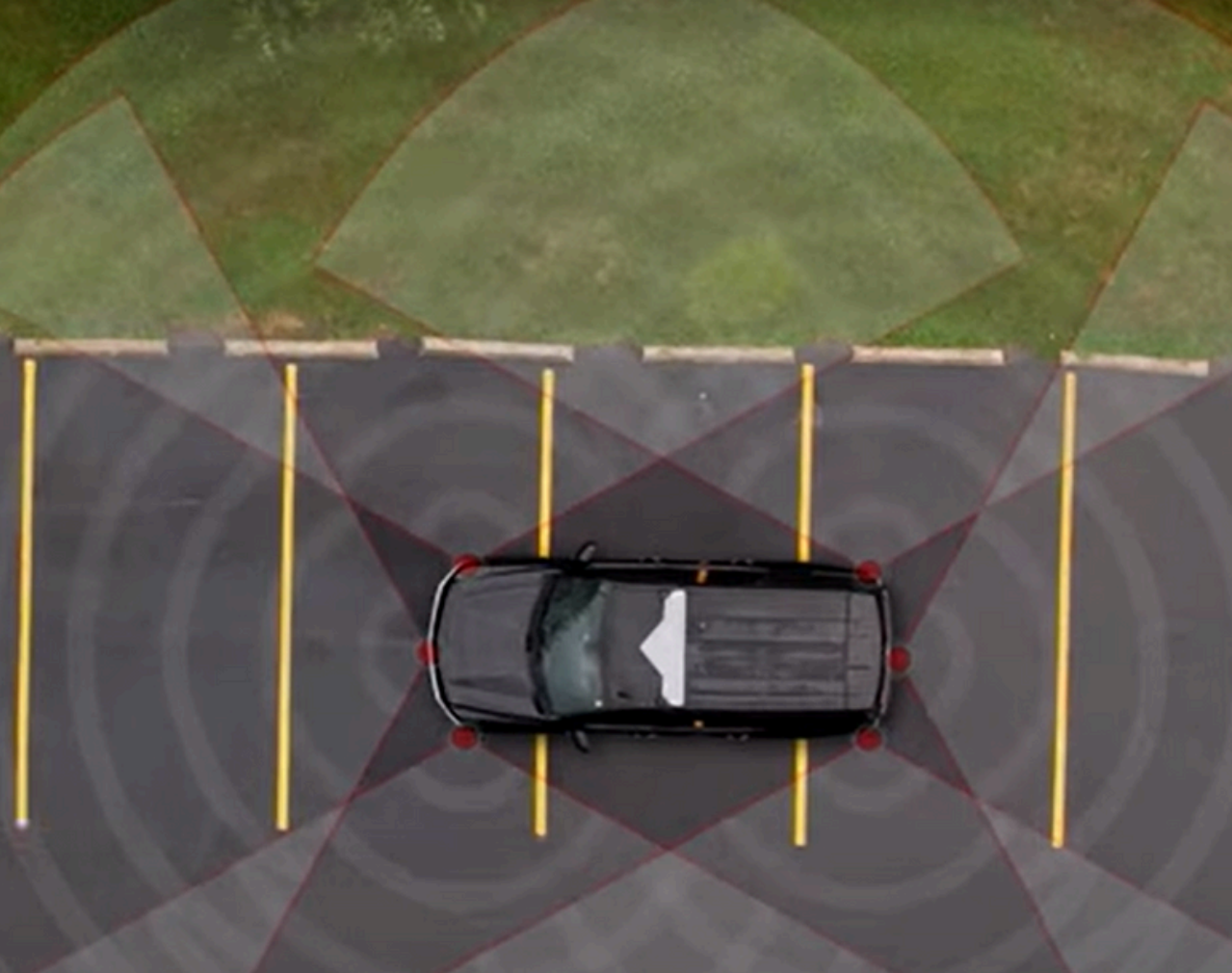
Water Recycling

Sewer cleaning is inherently water-intensive, involving a high-pressure water jet that flushes accumulated debris downstream to a collection point. Traditional sewer cleaning systems bring this water with them to a job, consuming tens of thousands of gallons of fresh water throughout their lifetime.

Vactor's Water Recycling System, available on our 2100i combination sewer cleaners, allows operators to eliminate the need to bring water to a jobsite by obtaining the water that they need from the very sewer that they are cleaning.

The system boosts productivity by up to 100%, allowing more lines to be cleaned in less time with fewer interruptions. The operation is simple and self-cleaning, with no moving parts in the body or tanks. The 5-Stage Water Filtration Process combines settling, centrifugal separation, and filtration. The system is easy to use, activated by a simple button, and not only saves water but also cuts fuel costs by eliminating the need to travel from job sites to water filling facilities.

Vactor's water recycling system increases productivity, saves operators time and expense, and protects the infrastructure and the people in our communities.



Perimeter Warning

The cadence of police work involves a balance between active field duties and administrative tasks. Officers often transition from patrolling and responding to incidents to meticulous paperwork and report-writing. This documentation is crucial for legal processes, but demands for continuous presence in the community mean that officers often perform their documentation from the seat of their patrol vehicle. And when they write their reports, their attention shifts from outside the vehicle to inside the vehicle – putting them at potential risk.

Federal Signal's patented Perimeter Breach Warning System acts like a virtual watchdog for an officer, serving as a second set of eyes and enhancing situational awareness while the officer completes paperwork or other tasks. Recently introduced to the market, this product reflects our continued innovation in officer safety solutions.

If an unexpected pedestrian enters the activation zone, the system activates audible and/or visual signals inside the vehicle to alert the officer. External notifications can be automatically activated, prompting the pedestrian to pause and giving the officer crucial time to react.

Situational awareness is crucial for police officers as it helps them anticipate threats, make informed decisions, and react effectively in unpredictable and potentially dangerous situations. By helping officers remain alert to their surroundings and understand the context of a situation, our Perimeter Breach Warning offerings can enhance officers' own safety, protect the public, and improve the quality of their work.



Safe Digging

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Safe digging – which works by dislodging soil with a jet of water or air, and then vacuuming up the loosened material – is an effective excavation tool in congested underground areas. The result is a void in the ground made without any mechanical contact, preserving the safety of utilities and other structures already present in the ground.

Using safe digging technology can also provide increased efficiency benefits to work crews, by performing both excavation and soil transport tasks in one truck. TRUVAC trucks take productivity further, incorporating proprietary technologies:

- Park-N-Dig Technology: allowing operators to quickly set up the machine and begin excavating by simply flipping a switch, minimizing setup time.
- DigRight® Technology: giving single operators the ability to control water pressure with a push of a button, ensuring precise and safe excavation.

Many of TRUVAC's safe digging products can also be configured as Air-only products, using a high-speed jet of air to dislodge soil instead of a traditional water jet. This Air-only excavation allows excavation crews to safely dig in areas experiencing acute water stress, or in areas where effluent control may be a challenge.

Built on a legacy of industry firsts, TRUVAC makes the best equipment to meet the challenges of safe digging.



Street Sweeping

Street sweeping is essential for reducing air and water pollution in our communities. Roads and highways accumulate debris, sediment, vegetation, and litter, posing hazards to pedestrians, vehicles, and the water table. Recognized by the U.S. Environmental Protection Agency (EPA) as a best management practice, street sweeping prevents stormwater runoff and maintains sanitary and storm sewers, crucial for community health and safety.

Moreover, street sweeping contributes to the overall aesthetic appeal of our neighborhoods, making them more pleasant and inviting. It also supports public health by reducing the presence of pollutants that can cause respiratory issues and other health problems.

Elgin Sweeper, a leader in street sweeping technology for over 100 years, provides innovative solutions to reduce stormwater and air pollution. Our product offerings include alternative fuel sweepers, waterless dust control sweepers, single-engine technology sweepers, and plug-in hybrid electric sweepers.

Elgin street sweepers remove debris and sediment from roadways before they have a chance to enter storm drains and watersheds, preventing toxins from contaminating streams and waterways, and preventing sewer backups and flooding. Our commitment to engineering, manufacturing, and technical know-how ensures quality and performance, resulting in cleaner streets, water, and air.



Critical Minerals

Critical minerals like lithium, cobalt, and rare earth metals are essential for modern technology and renewable energy solutions. They are used in the production of batteries, electronics, and other technologies of national and societal importance. Securing a stable supply of these minerals is crucial for economic growth, technological advancement, and achieving sustainability goals.

Mining critical minerals typically begins with exploration to locate mineral deposits, followed by drilling and blasting to break up the ore. Heavy machinery such as excavators, loaders, and haul trucks are used to transport the material. Advanced equipment like crushers and grinders then process the ore to extract the valuable minerals. All of this equipment needs support: fueling and lubrication, dust suppression, fire safety, road maintenance, cable management – and each of these tasks are performed by specialized vehicles.

Ground Force Worldwide and TowHaul's products include water trucks, fuel trucks, lubrication trucks and transport equipment that is designed to withstand the harshest conditions and improve operational efficiency. With a commitment to innovation and quality, Ground Force and TowHaul ensure that their equipment meets the highest standards, providing reliable support to domestic and international mining operations that provide the critical minerals that keep economies running around the world.



Insourcing & Onshoring

In 2024, one of our businesses began an effort to insource the production of selected electronics products that were formerly manufactured overseas, replacing most of the products' outsourced manufacturing with operations in a single U.S. facility.

By insourcing production, we saw greater flexibility in stocking, shorter lead times, faster product development iterations, tighter control over quality, reduced sensitivity to supply chain disruptions, and increased financial performance of the product line.

This particular project also created an opportunity to begin the removal of lead and mercury from our electronics manufacturing processes, creating an additional benefit of opening our products to a larger number of export markets and new applications. Because electronics manufacturing requires specialized equipment, it often receives outsized attention in outsourcing discussions. But products with simpler production processes can also offer insourcing opportunities.

We recently insourced the production of certain components for our emergency vehicle upfitting operation, incorporating steel and other materials sourced domestically. The result has been similar to that of our electronics production insourcing: a supply with greater reliability, higher quality, and more predictable delivery timelines. With thoughtful planning and the right partners, we are seeing positive outcomes for us and for our customers.

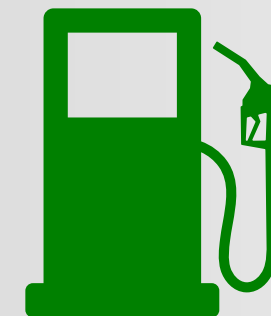


Exceeding Expectations: 2030 Energy Goals Achieved

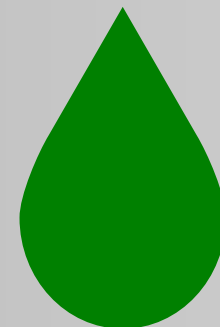
Last year, we established a new set of 2030 targets for reducing CO₂ production, electricity consumption, water consumption, and natural gas consumption, using our 2022 performance as the baseline. Thanks to our focused efforts, enhanced data tracking, and the dedication of our teams across facilities, we are proud to report that we have already achieved these goals. This early success reflects our company-wide commitment to sustainability and operational efficiency. As we move forward, we will continue to identify new opportunities to improve resource performance, while refining our long-term environmental objectives to align with evolving business needs and global best practices.



Reduced our electricity consumption (in kWh per Dollar Revenue) intensity by 10%*



Reduced our fuels consumption (in Therms per Dollar Revenue) intensity by 10%*



Reduced our water consumption (in Gallons per Dollar Revenue) intensity by 10%*



Reduced our CO₂ production (in total Tons CO_e Emitted per Dollar Revenue) intensity by 10%*

*Compared to 2022 intensity

Energy Performance

ELECTRICITY
in kWh per Dollar Revenue

2022: 0.0232 | 2024: 0.0195

WATER
in kWh per Dollar Revenue

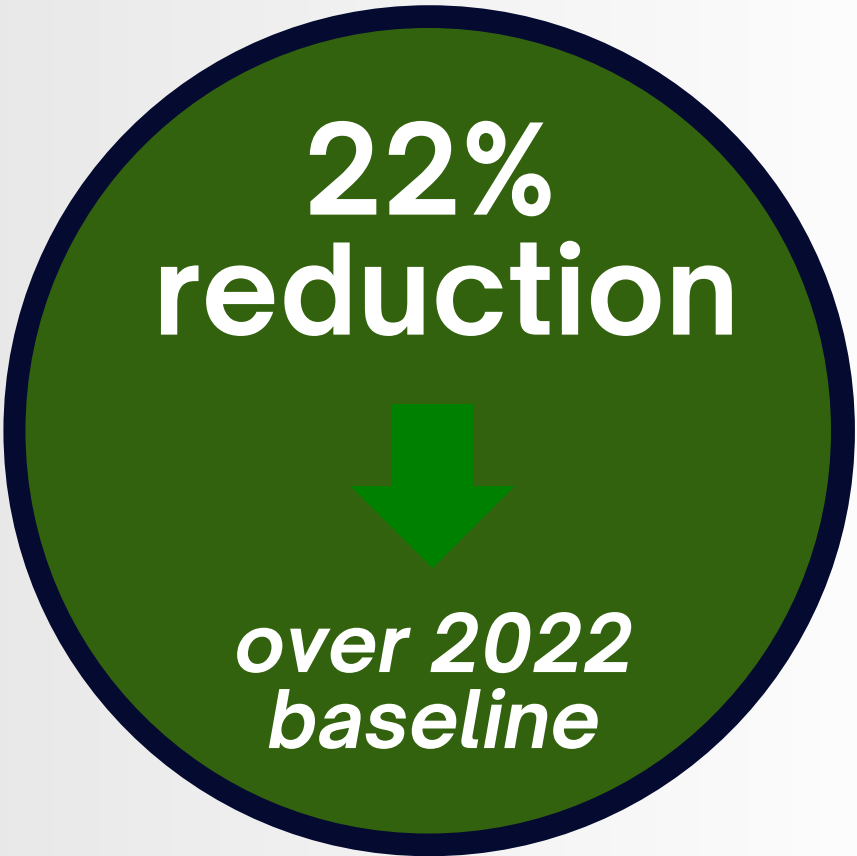
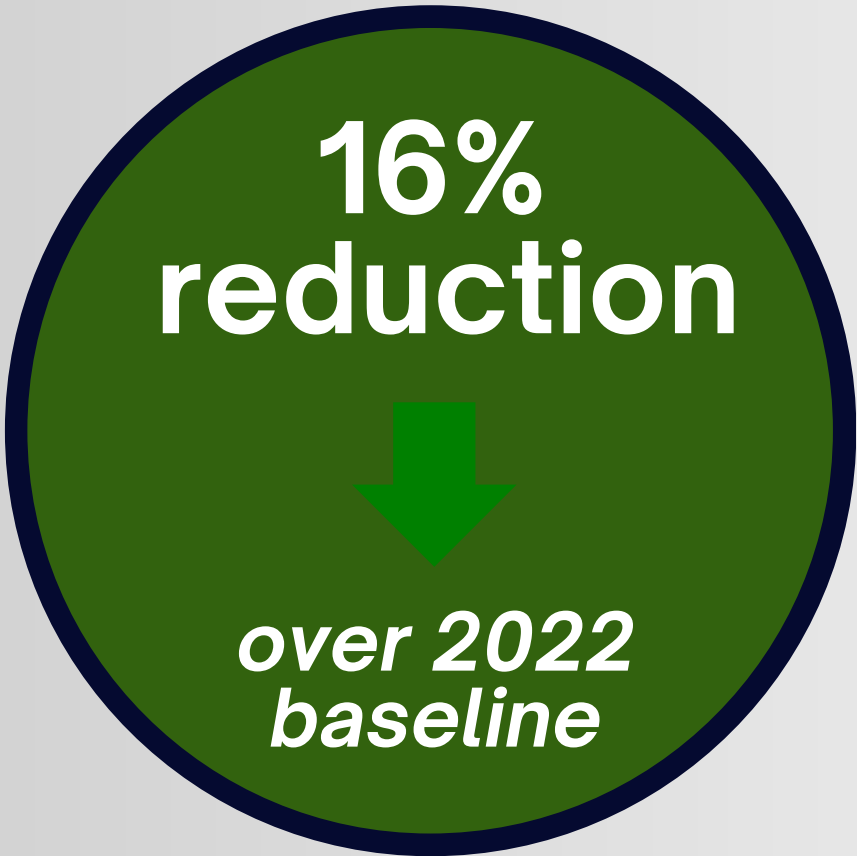
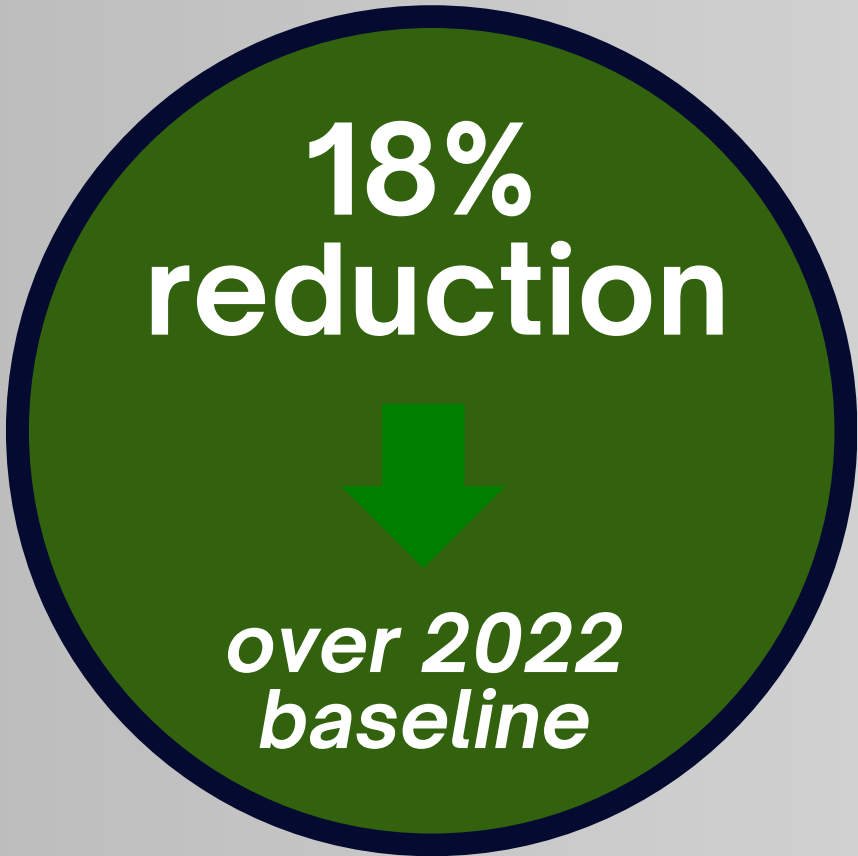
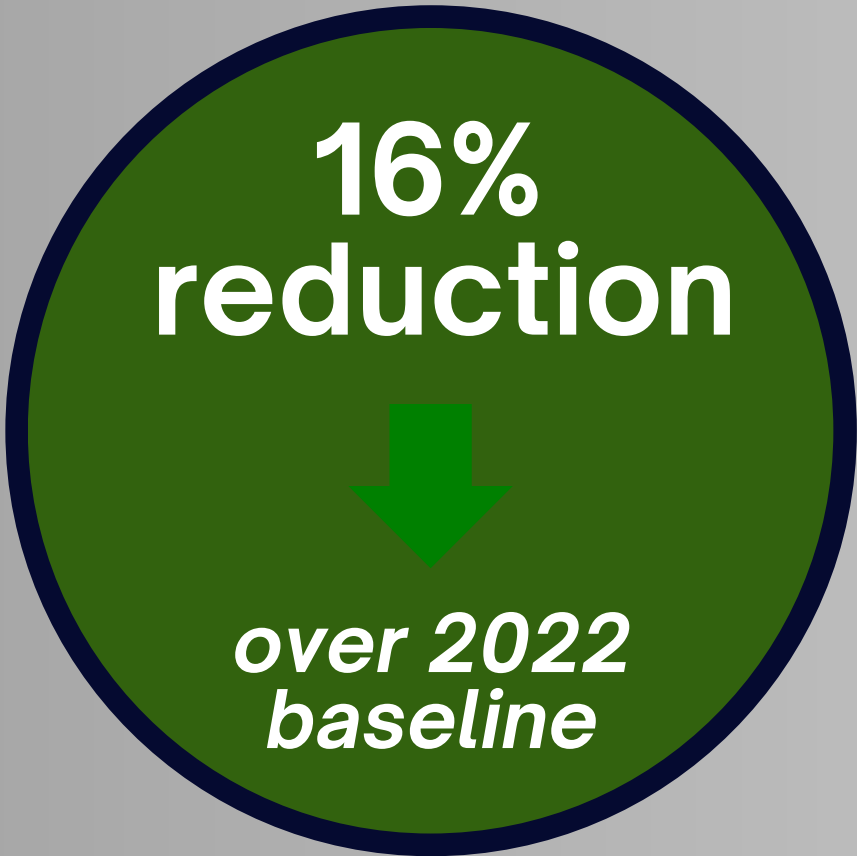
2022: 0.0152 | 2024: 0.0125

NATURAL GAS
in therms per Dollar Revenue

2022: 0.00165 | 2024: 0.00139

CO₂ PRODUCTION INTENSITY
in total tons CO₂ per Dollar Revenue

2022: 0.0000203
2024: 0.0000158



Measurable progress remains essential as we work to reduce our environmental footprint—both within our operations and through the products we manufacture. After achieving the carbon, water, and electricity intensity reduction goals originally set in 2018, we established a new set of 2030 targets across carbon production and water, electricity, and natural gas consumption. With those goals now met, we will continue to evaluate and refine our sustainability objectives to ensure we drive meaningful impact well into the future,

Above, you can find our 2024 measurements for electricity, water, and natural gas normalized by dollar revenue, along with our carbon production intensity. To illustrate our GHG progress: Scope 1 emissions intensity decreased from 0.0000103 total tons CO₂ per dollar in 2022 to 0.00000869 in 2024—a 15% reduction. Scope 2 emissions intensity dropped even further, from 0.0000100 to 0.00000713 total tons CO₂ per dollar, marking a 29% reduction. Across all operations, we remain committed to reducing energy use, water consumption, and our overall environmental impact.



Environmental Highlights: Vactor Paint Recycling

Solvents are essential in the painting stage of heavy equipment manufacturing. They dissolve paint components, ensuring a smooth and even application, while also aiding in the drying process, allowing the paint to cure properly and form a durable finish. Solvents also help in cleaning equipment and surfaces, maintaining quality, and efficiency.

Despite their importance to production processes, paint solvents are considered hazardous materials. They contain volatile organic compounds that can be harmful to human health and the environment. Exposure to these solvents can cause respiratory issues, skin irritation, and other health problems. Additionally, they contribute to air pollution and can contaminate soil and water, posing risks to ecosystems.

Paint solvent distillation is a process used to separate and purify the components of paint solvents. The purified solvents can be reused, reducing waste and environmental impact. This process is essential for recycling solvents and minimizing hazardous waste disposal.

At our largest manufacturing facility, our Vactor business has implemented paint solvent capture and re-use for several years, but recent upgrades to the facility have significantly increased the volume of solvent that we can recycle in-house. These upgrades have roughly halved the amount of hazardous waste generated by our paint line.



Environmental Responsibility

We are proud of our long-standing commitment to the sustainable operations of our businesses. We continue to seek opportunities to reduce resource consumption at our manufacturing facilities, and we highlight in this report some of our latest actions to improve both our businesses and their impact on local communities.

ENVIRONMENTAL COMPLIANCE

We closely monitor our facilities to ensure our operations comply with all applicable environmental laws and regulations. We have implemented processes to ensure hazardous and non-hazardous waste from our facilities is properly handled and hauled away by a licensed operator for appropriate recycling or disposal. Certain facilities engage in programs focused on recycling scrap metal. When possible, we re-use clean process water to lessen the load on local water sources.

We tie efficiency improvements to management incentives, and constantly search for improvement through monthly tracking of each facility’s utility consumption.

OUR SUPPLIERS

We also expect our suppliers to deliver goods and services in a manner that demonstrates respect for the environment. That includes minimizing harmful environmental impacts, conserving energy and natural resources to the extent practicable, and complying with all applicable environmental laws and regulations relating to their operations.



Our People

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Federal Signal is dedicated to investing in its most valuable asset – its people. Our capability to provide top-quality and cutting-edge products and solutions to customers hinges on the skill, expertise, and dedication of our worldwide team of more than 4,900* employees. Prioritizing the well-being and safety of employees, promoting career growth, and offering appealing benefits isn't just the right thing to do - it's what our people deserve.

EMPLOYEE ENGAGEMENT



Our ability to deliver the industry's highest quality and most innovative products and solutions for our customers is only achievable through the talent, knowledge, and commitment of our global team of over 4,900 employees. We take pride in the work that we do, and we strive to empower and support our people when we prioritize their health, safety, and career development, and offer attractive benefit packages.

TUITION ASSISTANCE



Through a Tuition Assistance Program, we assist and encourage employees to expand their knowledge, skills, and job effectiveness by continuing their education at local accredited institutions of higher learning.

TRAINING & DEVELOPMENT

We believe there is always more to learn, so we offer extensive training opportunities to our workforce within our facilities. Training areas include essential topics like workplace safety and anti-fraud training as well as lean manufacturing principles and internal sales training programs.

SCHOOL OF WELD

With our dedication to quality and uncompromised performance, training is key. At many of our dump body manufacturing locations, we offer an 80-hour on-the-job trade school program, which through one-on-one instruction equips our workers with the knowledge and skills needed to weld on our dump truck bodies.



FEDERAL SIGNAL UNIVERSITY

Our online training platform, Federal Signal University (FSU), provides our employees access to over 500 courses that deliver instruction and resources to our sales, service, and parts teams. This tool has been utilized for over 15 years.

*Employee data as of June 2025



Employee Benefits

Federal Signal has a deep commitment to employee well-being through a comprehensive and competitive benefits program. By offering a range of benefits that support the physical, mental, and financial health of our employees, we demonstrate our dedication to fostering a positive and sustainable work environment.



**MEDICAL AND
PRESCRIPTION DRUG
PLANS**



**DENTAL
PLANS**



**FLEXIBLE SPENDING
ACCOUNTS FOR
HEALTHCARE AND
DEPENDENT CARE HSA**



**SHORT/LONG-
TERM DISABILITY**



**EMPLOYEE
ASSISTANCE
PROGRAM**



**EMPLOYEE
WELLNESS PLANS**



**VISION
PLANS**



**EMPLOYER-PAID LIFE AND
ACCIDENTAL DEATH &
DISMEMBERMENT
INSURANCE**



**RETIREMENT SAVINGS
PLAN WITH
COMPANY MATCH**



Community Engagement

Protecting, building, and strengthening our communities is a core part of Federal Signal's mission. We believe that supporting the communities where our employees and customers live and work is good business and the right thing to do. By donating time and money to local charities, promoting and participating in educational and wellness programs, and volunteering in local community events, Federal Signal and our employees are committed to giving back and improving our surrounding areas.



Through generous donations and enthusiastic involvement, the Vactor team raised \$18,000 in support of the Make-A-Wish Foundation annual Polar Plunge event. This contribution reflects Vactor's ongoing dedication to making a positive difference beyond the workplace.

Supporting Holidays and Heroes is a cherished tradition at Ground Force. This year, their team proudly volunteered time and resources in Post Falls, Idaho—packing food boxes, shopping with local law enforcement, and wrapping gifts to help brighten the holidays for 120 local families.



Community Engagement



TALENT ACQUISITION

We foster relationships in our communities with local high schools and area colleges to teach technical skills and training that tomorrow's jobs will require. Our ongoing commitment to environmental, social, and governance initiatives positions us well in the communities in which we operate and is a differentiating factor in our ability to attract labor at our facilities.

In 2024, JJE proudly donated \$10,000 to Autism Canada, a national charity dedicated to supporting individuals on the autism spectrum and their families. Their work fosters connection, awareness, and access to resources that help build more supportive communities across Canada.

Our SSG business unit hosted a festive Trick-or-Treat event for a local daycare. Children in costume visited the facility, collecting candy and smiles from our employees. It was a heartwarming way to celebrate Halloween and strengthen ties with our community.

VACTOR MANUFACTURING

Vactor works extensively with the local community to build awareness around opportunities and partners with local resources including high schools and colleges on career fairs, open shop nights, scholarship programs, weld and fabricator programs, and even high school "signing days" where students can "declare" they are joining the Vactor Team!



ELGIN SWEEPER WELDING FEEDER PROGRAM

Elgin proudly collaborates with local high school and community college welding and fabrication programs. Elgin engineers volunteer to showcase a number of career paths involved in making Elgin Sweeper products. This year, counselors from five Elgin Area School District high schools toured Elgin Sweeper to inform the development of career and technical education programs designed to prepare their students for jobs in manufacturing.



Industry Advocacy, Professional Associations & Memberships

ENVIRONMENTAL SOLUTIONS GROUP

- | | |
|---|--|
| American Equipment Manufacturers | National Railroad Construction |
| American Gas Association | National Trailer Dealers Association |
| American Public Works Association | National Truck Equipment Association |
| American Rental Association | National Utility Contractors Association |
| Common Ground Alliance | North American Power Sweeping Association |
| Distribution Contractors Association | North American Society for Trenchless Technology |
| Gas Technology Institute | North American Rendering Association |
| Georgia Utility Contractors Association | Power and Communication Contractors Association |
| Great Lakes Trenchless Association | Railway Engineering - Maintenance Suppliers Association |
| Fiber Broadband Association | Society for Protective Coatings (Association for Materials Protection & Performance) |
| Hydrovac Alliance of Ontario | U.S. Ice Rink Association |
| Illinois Asphalt Pavement Association | Water Environment Federation |
| MISS DIG 811 | WaterJet Technology Association |
| National Association Sewer Service Companies | WaterJet Industrial & Municipal Cleaning Association |
| National Association of Trailer Manufacturers | |
| National Plasterers Council | |

SAFETY AND SECURITY SYSTEMS GROUP

- | | |
|---|--|
| American Association of State Troopers | National Association of Electrical Distributors |
| Audio Engineering Society | National Electrical Manufacturing Representative Association |
| Calumet Manufacturing Industry Sector Partnership | National Fire Protection Association |
| Canadian Professional Sales Association | National Truck Equipment Association |
| Connecticut Police Association | NTEA-Ambulance Manufacturers Division |
| Electro Federation Canada | New Hampshire Association of Fire Chiefs |
| Fire Apparatus Manufactures Association | North Carolina Sheriff's Association |
| Fire Department Safety Officers Association | SAE International |
| Georgia Association of Chiefs of Police | Society of Automation Engineers |
| Massachusetts Association of Chiefs of Police | Specialty Equipment Market Association |
| NAFA Fleet Management Association | Transportation Safety Equipment Institute |

FEDERAL SIGNAL CORPORATION

- | | |
|---|---|
| American Payroll Association | Illinois CPA Society (ICPAS) |
| Association of Certified Fraud Examiners (ACFE) | National Association of Corporate Treasurers (NACT) |
| Association of Corporate Counsel (ACC) | National Safety Council |
| Chicago Finance Exchange (CFE) | Society for Human Resource Management (SHRM) |
| | The Institute of Internal Auditors (IIA) |



Health & Safety

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The safety and well-being of our employees are paramount. We believe that a secure and healthy workplace is the foundation of our success and a reflection of our core values. We have intensified our efforts to ensure that every team member operates in an environment where safety is not just a priority, but a fundamental principle. Our comprehensive safety programs, continuous training, and investment in state-of-the-art equipment underscore our commitment to safeguarding our workforce. As we look to the future, we remain steadfast in our dedication to fostering a culture where every employee can thrive and contribute to our shared mission without compromise.

SAFETY COUNCIL

The safety of our employees is a top priority. We have a company-wide Safety Council, consisting of safety managers from each business, that regularly meets to collaborate and implement safety improvement initiatives. Our Workplace Hazard Reduction programs and awards recognize and accelerate progress toward our goal of zero workplace accidents by identifying and sharing safety improvement ideas across all our businesses.

2024 WORKPLACE HAZARD REDUCTION AWARDS

Maintaining a hazard-free workplace encourages everyone to stay healthy and injury-free. To recognize and share the purposeful safety improvements made to our workplaces, we announced the 2024 Federal Signal Workplace Hazard Reduction Awards to commend the business units implementing locally innovative solutions to safety challenges and other changes demonstrating improvement in workplace safety.

FEDERAL SIGNAL PRESIDENT'S SAFETY AWARD

The Federal Signal President's Safety Award recognizes the U.S. locations with the most improved Total Case Incident Rate (TCIR) year-over-year. The 2024 President's Safety Awards were presented to Blasters and TBEI Travis. These outstanding results demonstrate the strong commitment and dedication to safety from our employees, supervisors, and management.

Governance

The Board is elected by the stockholders to oversee their interest in the overall success of the business and its long-term financial strength, as well as to oversee senior management.

COMMITTEES OF OUR BOARD OF DIRECTORS

Pursuant to our By-Laws, we have established standing Board committees, including: (i) Audit; (ii) Compensation and Benefits; and (iii) Governance and Sustainability. The Board has determined that all of the members of these committees are independent as defined under NYSE and SEC rules. The Board has adopted a charter for each committee to comply with the requirements of the NYSE and applicable law, copies of which are available on the Corporate Governance page of our website.

We separate the roles of CEO and Chairperson of the Board. Separating these positions allows our CEO to focus on the day-to-day leadership and performance of our Company while allowing our Chairperson to lead our Board in its fundamental role of providing advice to and oversight of management.

SUSTAINABILITY GOVERNANCE

Sustainability Governance falls under the purview of the Sustainability team, which reports to the Chief Technology Officer. The team focuses on advising, developing, and implementing strategies on environmental, social, and governance matters and related new initiatives across the business divisions.

At the Board of Directors level, the Governance and Sustainability Committee is responsible for providing oversight and periodic review of the Company’s environment and social governance program and shall report its review findings to the Board on no less than an annual basis. As the role of sustainability within corporations continues to grow in importance, so too will our dedication and commitment towards building a better society for future generations.

CORPORATE GOVERNANCE

Our Executive Leadership Team, led by CEO Jennifer Sherman, provides strategic and day-to-day management of our activities. Ultimate oversight of the Company rests with our Board of Directors. Our Board is currently comprised of seven directors. Additional information about our Corporate Governance policy and a description of our Board committees is available on the Corporate Governance page of our website.



BOARD OF DIRECTORS



**BRENDA
REICHELDERFER**



**JENNIFER
SHERMAN**



**KATRINA
HELMKAMP**



**EUGENE
LOWE**



**DENNIS
MARTIN**



**SHASHANK
PATEL**



**JOHN
WORKMAN**

Sustainability Commitment

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We expect our suppliers to embrace our commitment to integrity and conduct their business in compliance with all laws, rules, and regulations, as well as our internal guidelines and policies. Therefore, we have established a Supplier Code of Conduct that outlines our standards and policies for those doing business with and/or on behalf of Federal Signal.

We expect all suppliers and agents to conduct business activities in compliance with our Supplier Code of Conduct, including those laws that prohibit unfair or illegal trade practices, bribery, kickbacks, unfair pricing, or misrepresentation of products or services. These laws include, but are not limited to:

- Antitrust and fair competition laws
- Anti-corruption laws for the applicable country where business is conducted, as well as the Foreign Corrupt Practices Act (FCPA), and the UK Bribery Act
- Anti-boycott laws, trade embargoes, and import/export control laws
- Laws and regulations associated with insider trading
- Health and Safety

Our Supplier Code of Conduct also requires suppliers to follow international norms on child labor, forced labor, and other labor issues, and to identify and address human trafficking and conflict minerals in their operations and supply chains. We perform annual anti-bribery training and conduct routine audits to ensure compliance with our program.

Our Conflict Minerals policy and our Supplier Code of Conduct reflect our commitment to the responsible sourcing of Conflict Minerals used in our products, and to avoiding the knowing use of Conflict Minerals in our products that directly or indirectly finance, benefit, provide support to, contribute to, assist with or facilitate armed conflict in the Democratic Republic of the Congo and adjoining countries. If we determine that any supplier is violating this policy, we reserve the right to either suspend or discontinue the use of the supplier in a timely fashion, or require the supplier to commit to a suitable corrective action or risk mitigation plan. Any supplier's continued failure to adhere to our policies and/or refusal on its part to address issues of concern may lead to suspension or termination of our business relationship with the supplier.



GRI Index

General Disclosures (GRI 102)

Our 2025 Sustainability Report was developed referencing the GRI Standards framework set forth by the Global Reporting Initiative (GRI) as of December 31, 2024 (the GRI Universal Standards 2016). The index below indicates which GRI disclosures are included in the report and where they are located. Documents referenced outside of this report are linked to webpages.

INDICACTOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
Organizational Profile		
102-1	Name of the organization	Federal Signal Corporation
102-2	Activities, brands, products and services	Pages 4, 8
102-3	Location of headquarters	Downers Grove, IL
102-4	Location of operations	Page 7
102-5	Ownership and legal form	Page 4
102-6	Markets served	Page 4, 8
102-7	Scale of the organization	Page 4, 7
102-8	Information on employees and other workers	Pages 21-26
102-9	Supply chain	Page 28
102-10	Significant changes to the organization and its supply chain	2024 Form 10-K, Pages 2-16
102-11	Precautionary principle or approach	2024 Form 10-K, Pages 2-16.
102-12	External initiatives	Pages 23-24
102-13	Membership of associations	Page 25
Strategy		
102-14	Statement from senior decision-maker	Page 3
102-15	Key impacts, risks, and opportunities	Page 3
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	Page 6
102-17	Mechanisms for advice and concerns about ethics	Corporate Governance - Hotline
Governance		
102-18	Governance structure	Page 27
102-19	Delegating authority	2025 Proxy, Pages 17-20
102-20	Executive-level responsibility for economic, environmental, and social topics	2025 Proxy, Page 6
102-21	Consulting stakeholders on economic, environmental, and social topics	2025 Proxy, Page 6
102-22	Composition of the highest governance body and its committees	2025 Proxy, Pages 16-20
102-23	Chair of the highest governance body	2025 Proxy, Pages 16
102-24	Nominating and selecting the highest governance body	2025 Proxy, Pages 16-20
102-25	Conflicts of interest	2025 Proxy, Pages 16-20

INDICACTOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
102-26	Role of highest governance body in setting purpose, values, and strategy	Page 27
102-27	Collective knowledge of highest governance body	Page 27
102-28	Evaluating the highest governance body's performance	Page 27
102-29	Identifying and managing economic, environmental, and social impacts	Page 3
102-30	Effectiveness of risk management processes	Page 19
102-31	Review of economic, environmental, and social topics	Page 28
102-33	Communicating critical errors	Page 28
102-35	Remuneration policies	Pages 21-22
102-36	Process for determining remuneration	Pages 21-22
102-37	Stakeholders' involvement in remuneration	2025 Proxy
102-38	Annual total compensation ratio	2025 Proxy, Page 45
102-39	Percentage increase in annual total compensation ratio	2025 Proxy, Page 45
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	2024 Form 10-K, Page 7
102-41	Collective bargaining agreements	2024 Form 10-K, Page 13
102-42	Identifying and selecting stakeholders	2024 Form 10-K, Page 7
102-43	Approach to stakeholder engagement	2024 Form 10-K, Page 7
102-44	Key topics and concerns raised	2024 Form 10-K, Pages 4-16
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2024 Form 10-K, Page 4
102-46	Defining report content and topic boundaries	Pages 2-3
102-47	List of material topics	Page 2
102-48	Restatements of information	Page 2
102-49	Changes in reporting	None
102-50	Reporting period	Page 2
102-51	Date of most recent report	June 2024
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Back Cover
102-54	Claims of reporting in accordance with GRI standards	Pages 29-30
102-55	GRI content index	Pages 29-30

Topic-Specific Disclosures (GRI 102)

INDICACTOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
Management Approach (GRI 103)		
103-1	Explanation of the material topic and its Boundary	Page 2
103-2	The management approach and its components	Page 3
103-3	Evaluation of the management approach	Page 3
Environmental (GRI 300)		
302-1	Energy consumption within the organization	Page 18
302-3	Energy intensity	Page 18
302-4	Reduction of energy consumption	Page 18
302-5	Reductions in energy requirements of products and services	Page 18
303-1	Interactions with water as a shared resource	Page 18
303-3	Water withdrawal	Page 18
303-5	Water consumption	Page 18
305-1	Direct (Scope 1) GHG emissions	Page 18
305-4	GHG emissions intensity	Page 18
305-5	Reduction of GHG emissions	Page 18
306-2	Management of significant waste-related impacts	Page 18
306-4	Waste diverted from disposal	Page 18
307-1	Non-compliance with environmental laws and regulations	Page 20
Social		
403-1	Occupational health and safety management system	Page 26
403-2	Hazard identification, risk assessment, and incident investigation	Page 26
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 26
403-5	Worker training on occupational health and safety	Page 26
403-6	Promotion of worker health	Page 26
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 26
404-2	Programs for upgrading employee skills and transition assistance programs	Pages 21-22
405-1	Diversity of governance bodies and employees	Page 27
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None, Human Rights Policy
408-1	Operations and suppliers at significant risk for incidents of child labor	None, Human Rights Policy
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None, Human Rights Policy

INDICACTOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
412-1	Operations that have been subject to human rights reviews or assessments	None
413-1	Operations with local community engagement, impact assessments, and development programs	Pages 23-24
413-2	Operations with significant actual and potential negative impacts on local communities	None
415-1	Political contributions	None
418-1	Substantiated complaints concerning breaches of customerprivacy and losses of customer data	None



This presentation contains unaudited financial information and forward-looking statements. Statements that are not historical are forward-looking statements and may contain words such as “may,” “will,” “believe,” “expect,” “anticipate,” “intend,” “plan,” “project,” “estimate,” and “objective” or similar terminology, concerning the company’s future financial performance, business strategy, plans, goals and objectives. These expressions are intended to identify forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include information concerning the Company’s possible or assumed future performance or results of operations and are not guarantees. Forward-looking statements should not be relied upon as a predictor of actual results. While these statements are based on assumptions and judgments that management has made in light of industry experience as well as perceptions of historical trends, current conditions, expected future developments and other factors believed to be appropriate under the circumstances, they are subject to risks, uncertainties and other factors that may cause the Company’s actual results, performance or achievements to be materially different. Such risks and uncertainties include but are not limited to: economic and political uncertainty, risks and adverse economic effects associated with geopolitical conflicts including tariffs and other trade conflicts, legal and regulatory developments, foreign currency exchange rate changes, inflationary pressures, product and price competition, supply chain disruptions, availability and pricing of raw materials, interest rate changes, risks associated with acquisitions such as integration of operations and achieving anticipated revenue and cost benefits, work stoppages, increases in pension funding requirements, cybersecurity risks, increased legal expenses and litigation results, and other risks and uncertainties described in filings with the Securities and Exchange Commission (SEC). Such forward-looking statements are made as of the date hereof and we undertake no obligation to update these forward-looking statements regardless of new developments or otherwise.