



2026 Sustainability Report



Our 2026 Report at a Glance

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This is our seventh 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, 2025, 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, 2023, and 2024. 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

Achieving Our Goals. Raising the Standard for What's Next.

As we publish our seventh annual Sustainability Report, we are proud to celebrate our ongoing progress and the steady momentum we are building toward a more sustainable future. In 2024, we established goals to reduce the intensity of our CO₂e emissions, as well as our electricity, water, and natural gas consumption, relative to a 2022 baseline. Through disciplined execution, stronger data tracking, and the commitment of teams across our facilities, we have already achieved those goals.

Today, we are raising the bar once again. Using 2025 as our new baseline, we are establishing a new objective to reduce the intensity of CO₂e emissions and our electricity, water, and natural gas consumption by an additional 10% by 2030. These new goals reflect our belief that sustainability is a journey of continuous improvement, and we remain committed to building an even more efficient, resilient, and responsible business.

With that strong foundation in place, we continue to execute on our core environmental strategies while maintaining a disciplined commitment to our long-term sustainability objectives. Our identity as a leading manufacturer of specialty infrastructure, hauling equipment, and safety systems brings clear market opportunities alongside serious societal responsibilities. As our footprint grows, so does our capacity to drive meaningful change. Our product portfolio is engineered to act as a force multiplier for our customers, helping municipalities and contractors achieve their environmental goals while keeping communities clean, safe, and resilient.

A major driver of this impact is our recent acquisition of New Way Trucks. As cities face increasing waste volumes and greater expectations for sustainability, efficient waste collection has never been more important. New Way's automated side-loaders improve operator safety while reducing fuel consumption, and configurations designed for recyclables, organics, and alternative-fuel platforms help communities advance waste diversion and decarbonization goals without sacrificing productivity. Internally, enhanced utility tracking across our facilities gives us real-time visibility into resource consumption. Our teams use this data to continuously reduce our carbon footprint while improving electricity, water, and natural gas efficiency across our operations.

Ultimately, our environmental strategies remain deeply tied to our people. We continue to invest in the health, well-being, and career development of our workforce by providing robust benefits, fostering safe workplaces, and cultivating an employee-first culture. Federal Signal's 125-year history is anchored in engineering excellence. As we look ahead, we will continue manufacturing products that help the world work smarter, operate more sustainably, and keep the communities we serve safe and resilient.



A handwritten signature in black ink that reads "Jennifer Sherman".

Jennifer Sherman
President and Chief Executive Officer

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 manufacturer and supplier of vehicles and equipment for maintenance and infrastructure end-markets, including vacuum trucks (i.e., sewer cleaners, vacuum- and hydro-excavation (“safe-digging”) trucks, and industrial vacuum loaders), dump truck bodies and trailers, and other specialty equipment (i.e., street sweepers, waterblasting equipment, refuse collection vehicles, road-marking and line-removal equipment, metal extraction support equipment, and multi-purpose maintenance vehicles), and public safety equipment, such as vehicle lightbars and sirens, industrial signaling equipment, public warning systems, and general alarm/public address systems. Product offerings also include certain products manufactured by other companies. In addition to vehicle and equipment sales, the Company engages in the sale of parts, service and repair, equipment rentals, and training as part of a comprehensive aftermarket offering to its 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.



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



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 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, which are sold to the city of Los Angeles.



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



2016- Westech 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.



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.



2023- Federal Signal acquires Trackless Vehicles, a leading manufacturer of multi-purpose, 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.



2025- Federal Signal acquires New Way Trucks, a leading U.S.-based designer and manufacturer of refuse collection vehicles.



2026- Federal Signal acquires Mega Corp., a leading manufacturer of specialty vehicles and equipment for use in global metal extraction and construction markets.



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THE AMERICAN CITY

**MAXIMUM
AIR RAID PROTECTION**
... at minimum cost
When FEDERAL Sirens are Installed!

FEDERAL engineers were on the scene almost as soon as aerial bombs started to fall in Europe. There, in cooperation with local defense authorities, our engineers studied siren sizes, types and spacing under all conditions and during actual raids.

That practical proving ground showed conclusively that a number of small electric sirens, closely spaced, provide maximum protection at the lowest installation cost.

Europe's Lessons Apply to America

The FEDERAL system of air raid warnings has been proved in war-torn Europe, and is being adopted by American cities from coast to coast. A list of FEDERAL installations in the United States is yours

Installing a

125th Anniversary



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As Federal Signal celebrates its milestone 125th anniversary, our commitment to environmental stewardship, community safety, and critical infrastructure remains firmly rooted in our history. Founded in 1901, Federal Signal has spent a century and a quarter innovating technology designed to protect people, property, and the planet. From our earliest signaling devices to our modern portfolio of infrastructure maintenance and public safety equipment, our mission has always been to deliver peace of mind and essential protection to a changing world.

For 125 years, we have been at the forefront of civic resilience, evolving from a pioneer in emergency notification into a foundational pillar of modern global sustainability. Our products work around the clock to support community and industrial health, whether by keeping roadways clean to protect vital waterways, providing critical warning systems for severe weather, or engineering heavy equipment that builds and maintains safer communities.

Our 125th anniversary is an opportunity to celebrate the generations of employees, customers, and communities that have shaped Federal Signal's success. It is also a reminder that sustainability requires a long-term perspective. Just as we have continuously evolved over more than a century to meet changing global demands, Federal Signal remains committed to investing in innovative products, responsible operations, and sustainable growth that will help communities thrive.

Our Mission, Vision, and Values

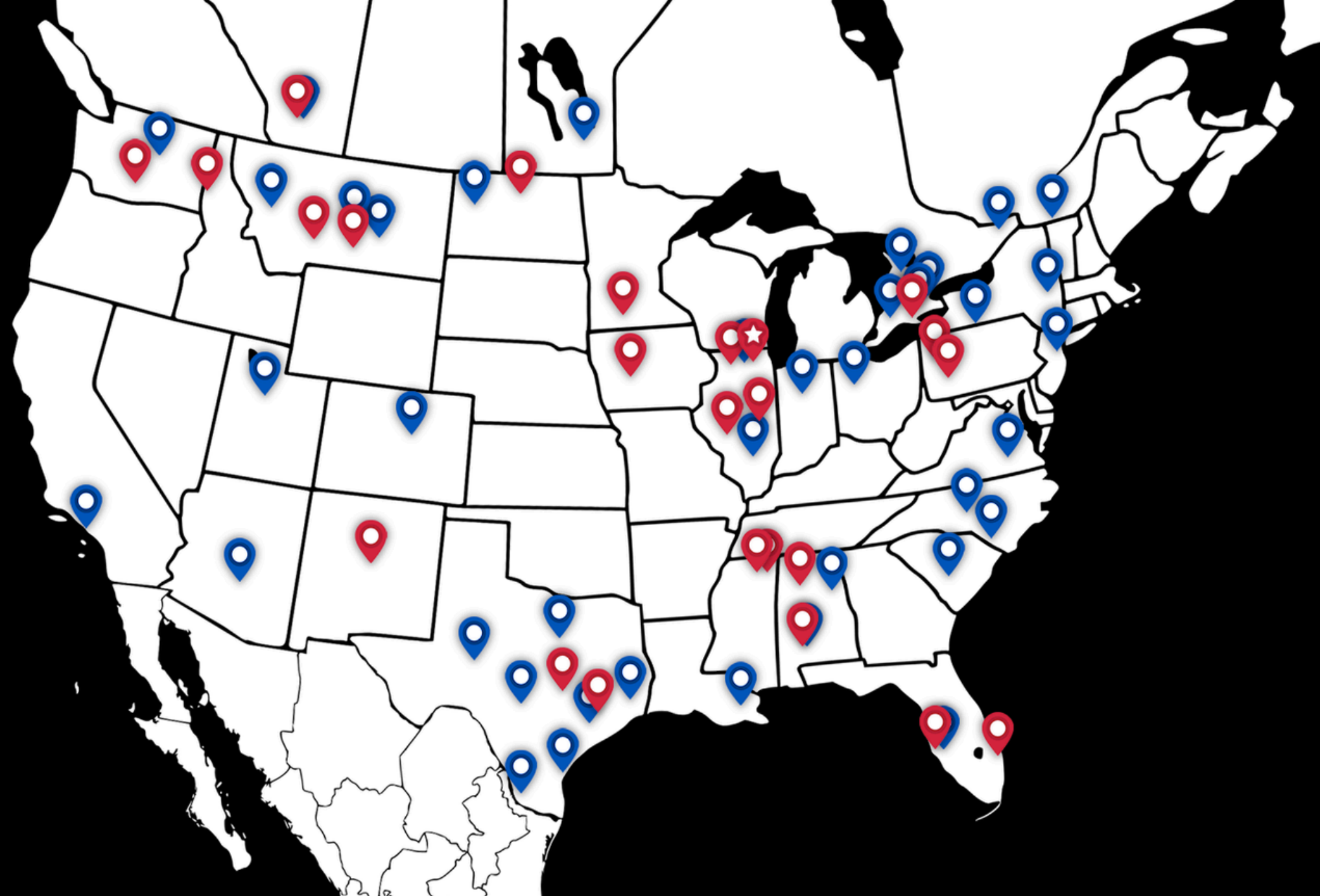


Mission & Vision

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 5,800 individuals who work each day to make this vision a reality.

Values

Intellectual Curiosity	Focus	Passion	Adaptability	Clarity	Judgment	Optimism
We believe “why” is the most important question of all, and we encourage each other to ask it.	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.	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 commitment to developing our workforce means that changing business conditions will not impede the accomplishment of our mission.	With candor and coherence, we are willing to speak our minds.	We strive to take action wisely, applying our extensive body of knowledge for the benefit of our customers, our employees, and our company.	Without the belief that we are likely to succeed, we guarantee that we will not.



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
- Indianapolis, Indiana
- Scranton, Iowa
- Gonzales, Louisiana
- Lake Crystal, Minnesota
- Booneville, Mississippi
- Tishomingo, Mississippi
- Belgrade, Montana
- Billings, Montana
- Missoula, Montana
- New Brunswick, New Jersey
- Albuquerque, New Mexico
- 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
- Arlington, Texas
- Corpus Christi, Texas
- Houston, Texas
- La Porte, Texas
- Midland, Texas
- Pasadena, Texas
- Pharr, Texas
- San Antonio, 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

EUROPE

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

AFRICA

- Gauteng, South Africa

Our Locations

 **27** principal manufacturing facilities in seven countries around the world

 **40+** service center/customer support locations across North America

~5,800 employees

*Location and employee data as of June 2026

Our Brands

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Federal Signal Products Keep the World Running

Every day, essential work happens in the background to keep communities operating safely and efficiently. Roads are repaired before rush hour begins. Utilities are installed with minimal disruption. Emergency crews respond in moments of crisis. City streets, sidewalks, and public spaces are cleaned, maintained, and restored after storms, construction, and daily wear.

At Federal Signal, our equipment is designed to support this critical work. From warning and safety systems that help protect first responders and the public, to environmental and infrastructure maintenance solutions that help improve efficiency and reduce impact, our products serve the people and organizations responsible for keeping modern infrastructure moving.

Across municipalities, utilities, industrial facilities, airports, and construction sites, our technologies help customers solve complex operational challenges while supporting safer and more sustainable outcomes. Whether helping maintain aging infrastructure, supporting underground utility expansion, improving roadway safety, or enhancing fleet productivity, our businesses play a role in the systems communities rely on every day.

As customer needs continue to evolve, we remain focused on developing solutions that combine performance, reliability, and innovation with long-term environmental responsibility.

On pages 11-16 of this report, you will find examples of how our products, technologies, and customer partnerships are helping address infrastructure, safety, and sustainability challenges across the markets we serve.



Vactor Operator Safety

In the 1960s, the Myers Sherman company (a predecessor to the Vactor Manufacturing company) debuted the first catch basin cleaners and combination sewer cleaner trucks with a vacuum hose deployed from the front of the truck. The design shift was borne from the recognition that most sewer cleaning jobs take place in roadways, because sewers are often laid beneath them – and therefore, sewer cleaning operators could be exposed to risk of collision by oncoming traffic. The designers of the first Vactor realized that by positioning the vacuum hose in front of the truck, the body of the truck would be placed between operators and oncoming traffic, shielding them from the risk of collision by oncoming traffic.

Today, Vactor equipment continues to play a critical role in some of the most demanding and hazardous infrastructure maintenance environments. From cleaning sanitary and storm sewers to maintaining catch basins and underground utilities, operators routinely work in confined spaces, active roadways, and other high-risk conditions where safety, visibility, and equipment reliability are essential. Vactor models prioritize operator safety and productivity by keeping the operator station up front and more – like the IntuiTouch® control system with one screen in the cab and a second glove-friendly screen mounted at the front of the truck for water pressure, hose footage, and vacuum monitoring. Truvac builds on these design principles with features like DigRight®, allowing an operator to set the maximum pressure of the system regardless of the nozzle type used. This removes uncertainty from the process, allowing operators to focus on safety and productivity.



Safe Digging

Safe digging technology is transforming the way crews access underground infrastructure. By using pressurized water or air to loosen soil and a powerful vacuum system to remove debris, operators can excavate with greater precision while reducing the risk of damaging buried utilities, pipelines, and other critical infrastructure.

This non-destructive approach helps improve jobsite safety, minimize costly utility strikes, and reduce disruption in densely populated or highly congested work areas. At the same time, combining excavation and debris removal into a single unit can help streamline operations and improve overall crew efficiency.

TRUVAC continues to advance safe digging through technologies designed to simplify operation and enhance productivity in the field: Park-N-Dig® Technology allows operators to transition from transport to excavation quickly, helping reduce setup time and keeping crews productive on the jobsite. DigRight® Technology gives operators greater control over excavation pressure during digging operations, supporting more precise excavation around sensitive underground infrastructure.

Many TRUVAC units can also be configured for air excavation applications, using high-velocity air instead of water to loosen soil. This capability can help customers operate effectively in regions facing water scarcity, environmentally sensitive areas, or locations where water usage and containment present additional challenges.



Street Sweeping

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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.



Refuse Collection

Sustainability has become a central organizing principle in modern solid waste management, shifting the focus from disposal toward resource recovery, emissions reduction, and circular material flows. As waste volumes grow with urbanization, waste management systems are judged by their ability to minimize greenhouse gas emissions, conserve resources, and protect public health — and the truck at the curb is where that system meets the street.

Collection is the system's most operationally complex layer, and Federal Signal's New Way Trucks brand sits at its center. Our front-loader, automated side-loader, and rear-loader bodies — including the Cobra®, Sidewinder®, and Diamondback® lines — are engineered for the realities refuse fleets face daily: dense routes, narrow streets, mixed waste streams, and demanding duty cycles. Automated side loaders enable one-person crews, reducing labor exposure and fuel burn per stop, and purpose-built bodies for recyclables, organics, and refuse support source-separation strategies. We are also investing in alternative-fuel and electrified platforms so fleets can decarbonize without sacrificing payload or route efficiency.

Source separation only pays off downstream if the waste arrives clean. Contamination — food waste in recycling, plastics in organics — undercuts the materials recovery facilities (MRFs) that follow. Even with optical sorters, robotics, and AI-based recognition, multi-layer packaging and mis-sorted items often become



Refuse Collection (cont.)

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landfill residue. Body design, compaction profile, and route configuration of the collection vehicle directly shape what the MRF can recover — the system is only as strong as its weakest link.

Recycling done well is one of the highest-leverage emissions levers: aluminum, paper, and plastics from recycled feedstock consume a fraction of the energy of virgin material. Organics offer a parallel opportunity. Landfilled food and yard waste decompose anaerobically and release methane, a far more potent greenhouse gas than carbon dioxide. Dedicated organics collection — supported by New Way bodies configured for that stream — enables composting and anaerobic digestion, returning nutrients to soils and producing renewable biogas.

Hazardous materials remain a persistent risk. Lithium-ion batteries, chemicals, paints, and e-waste disrupt standard processes and create real safety hazards — battery fires inside refuse trucks and at MRFs are now routine. New Way works closely with customers on operator training, body design, and incident response to mitigate these risks.

Sustainable solid waste management depends on an integrated approach across collection, sortation, recycling, organics, and hazardous waste control. Federal Signal's role is to build the equipment that makes the rest of the system work.



Hog Virtual Reality

Hog Technologies' Hog Virtual Reality (“Hog VR”) system is a virtual training platform that lets road crews build proficiency on paint-marking and grinding trucks without risk to equipment, pavement, or operators. The system fits in a compact module that mounts beneath the operator seat — easy to ship between yards — and recreates the Hog cab environment so trainees rehearse the same controls and tasks they will use in the field on platforms like the Paint Hog®, Thermo Hog®, Grinder Hog®, and Stripe Hog®.

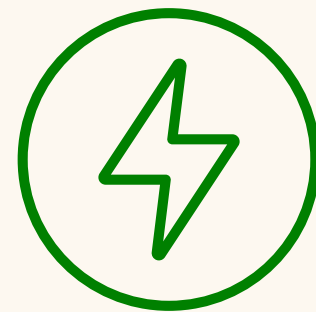
Two use cases drive adoption. Owners and managers use Hog VR to gauge a new hire's skill level, avoiding costly training mistakes on revenue-generating equipment. Experienced operators stay sharp through the off-season and rehearse less-frequent scenarios on demand, without waiting for a truck to come off a paying job.

While Hog designs its products with operator safety and effectiveness as its north star, it is impossible to completely design away risk when operating in a roadway environment. But Hog VR helps reduce that risk as much as possible by enabling operators to be trained in a classroom without compromising on rigor. Hog VR is also environmentally friendly, eliminating the fuel and paint that would otherwise be consumed in the training of a new operator.



Achieved Early. Aiming Higher. 2030 Goals Reimagined

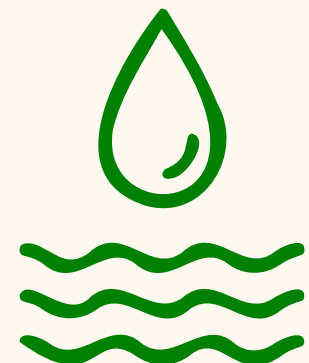
In 2024, we established goals to reduce the intensity of our CO₂e emissions, electricity, water, and natural gas consumption against a 2022 baseline by 2030. Through disciplined execution, enhanced data tracking, and the dedication of teams across our facilities, we are proud to report that we have already achieved those goals. Rather than stopping there, we are raising the bar. Using 2025 as our new baseline, we are committing to reduce the intensity of our electricity, water, natural gas, and CO₂e emissions by an additional 10% by 2030. This next chapter reflects our belief that sustainability is built on continuous improvement and our commitment to creating long-term value through more efficient, responsible operations.



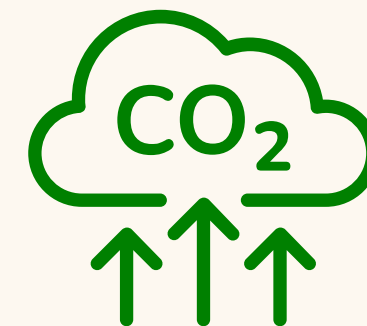
Goal: 10% reduction in electricity consumption (in kWh per Dollar Revenue) *



Goal: 10% reduction in fuels consumption (in Therms per Dollar Revenue) *



Goal: 10% reduction in water consumption (in Gallons per Dollar Revenue) *



Goal: 10% reduction in CO₂e production (in total Tons CO₂e Emitted per Dollar Revenue) *

*Compared to 2025 intensity levels

2025 Energy Performance

ELECTRICITY

in kWh per Dollar Revenue

2022: 2.32E-02 | 2025: 1.85E-02

WATER

in gallons per Dollar Revenue

2022: 1.52E-02 | 2025: 1.24E-02

NATURAL GAS

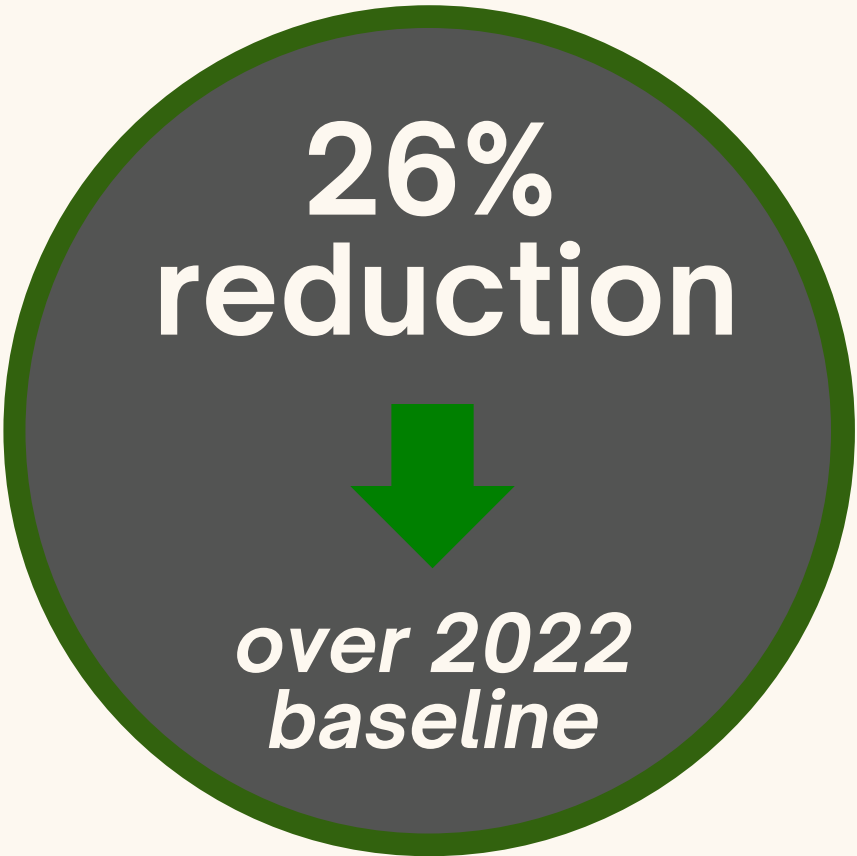
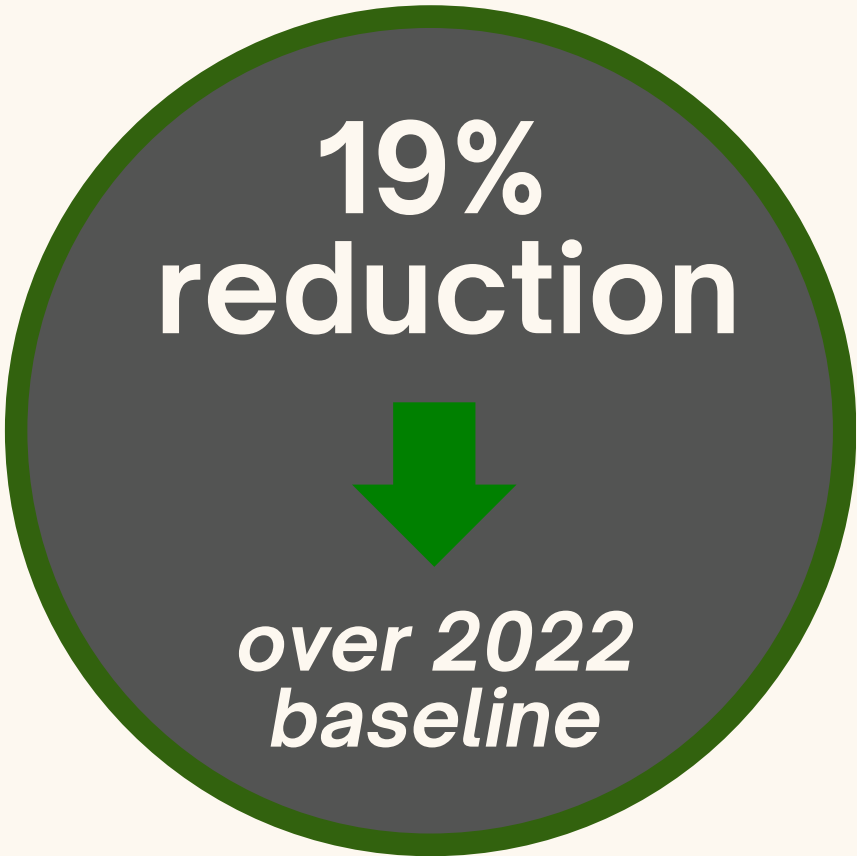
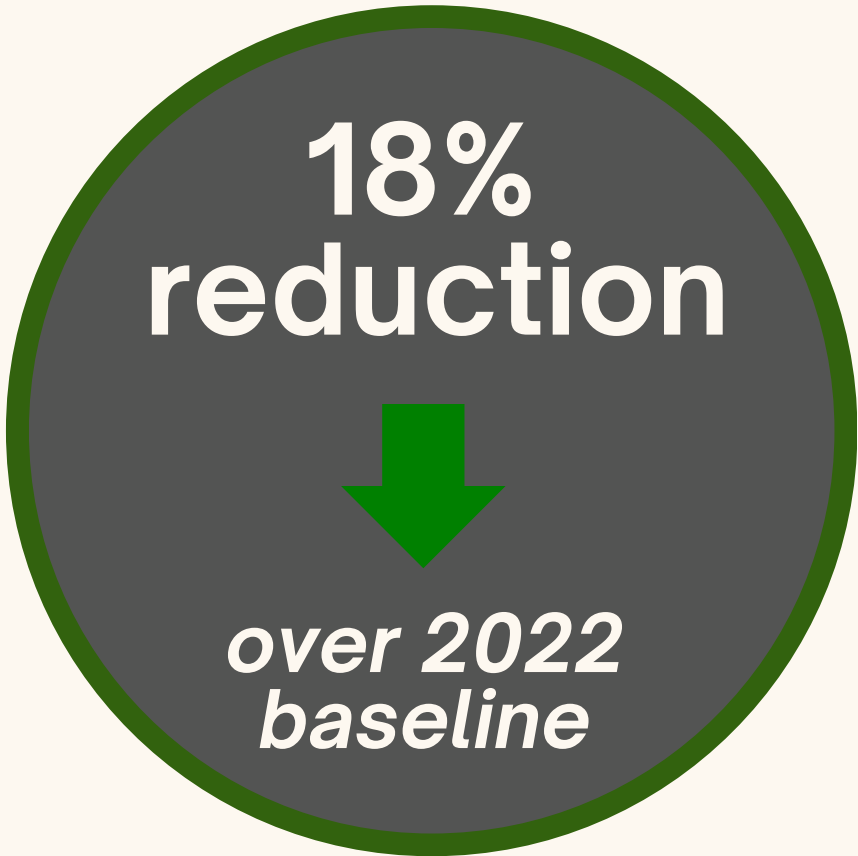
in therms per Dollar Revenue

2022: 1.65E-03 | 2025: 1.34E-03

CO₂e PRODUCTION INTENSITY

in total tons CO₂e per Dollar Revenue

2022: 2.03E-05
2025: 1.50E-05



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 will find our 2025 measurements for electricity, water, and natural gas normalized by dollar of revenue, alongside our carbon production intensity. Across every operation, we remain committed to reducing energy use, water consumption, and our overall environmental impact.



Environmental Highlights: Circularity in Dump Trucks

Circularity matters in heavy equipment because dump bodies live hard lives — hauling aggregate, asphalt, debris, and demolition waste — and eventually reach the end of their service. The question is whether that end becomes landfill or feedstock.

For TBEI-brand dump bodies (Crysteel, Rugby, J-Craft, DuraClass, Ox Bodies, and others under the Truck Bodies & Equipment International umbrella), the answer leans strongly toward feedstock.

TBEI dump bodies are built primarily from steel and aluminum — both infinitely recyclable without loss of structural integrity. Steel bodies can be shredded, melted, and reformed into new structural components, while aluminum bodies recover roughly 95% of the energy that went into their original production. This means a TBEI body retired after decades of service doesn't end its useful life; it re-enters the supply chain as raw material for new vehicles, infrastructure, or even the next generation of dump bodies.

That recyclability shrinks lifecycle emissions, reduces virgin material demand, and supports customers pursuing sustainability commitments — turning a workhorse asset into a genuinely circular one.



Environmental Highlights: Jetstream Water Recycling

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Conservation matters in high-pressure waterblasting equipment because Jetstream products require immense volumes of water for rigorous testing, validation, and quality control, and eventually generate vast amounts of runoff. The Jetstream business is working towards a sustainable response to this problem.

Jetstream is systematically upgrading its facility operations with a closed-loop water management system designed to recapture, filter, and reuse the water essential to its daily testing. The infrastructure utilizes advanced pump units to route warm water from testing units through dedicated cooling towers and into a massive 2,000-gallon storage tank, while specialized blast pipe drains channel hot water safely back into a retention pond. From there, dual sand filter systems treat and recirculate the water, while a strategic storm drain diverter valve ensures the entire system safely balances supply.

Scheduled for completion in 2026, this infrastructure transforms the facility's environmental footprint. By capturing and treating heavy test flows, Jetstream will slash its average monthly water consumption from roughly 224,000 gallons down by an estimated 135,000 gallons. That massive volume reduction shrinks lifecycle utility demand, saves approximately \$2,700 per month, and directly supports corporate sustainability commitments, turning a water-intensive testing process into a genuinely circular one.



Environmental Responsibility

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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

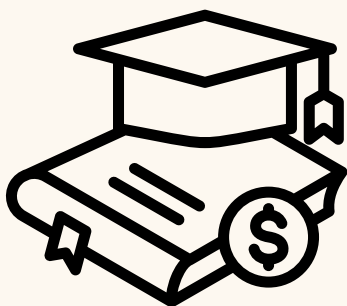
Federal Signal is dedicated to investing in its most valuable asset – its people. Our capability to provide top-quality and cutting-edge products and solutions to customers hinges on the skill, expertise, and dedication of our worldwide team of more than 5,800* employees. Prioritizing the well-being 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 5,800 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 2026



Employee Benefits

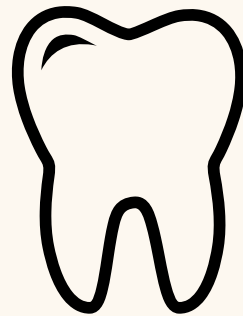
Federal Signal has a deep commitment to employee well-being through a comprehensive and competitive benefits program. By offering a range of benefits that support the physical, mental, and financial health of our employees, we demonstrate our dedication to fostering a positive and sustainable work environment.



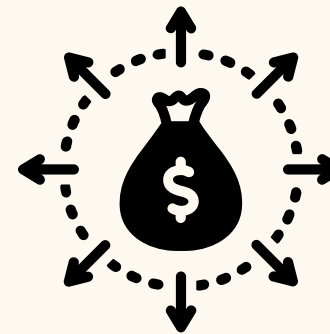
**MEDICAL AND
PRESCRIPTION DRUG
PLANS**



**DENTAL
PLANS**



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



**SHORT/LONG-
TERM DISABILITY**



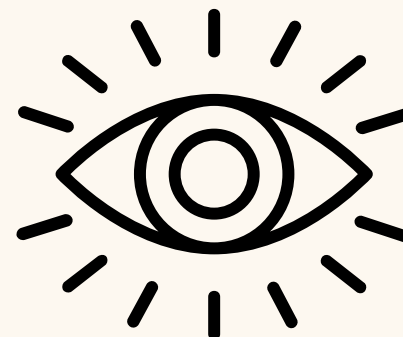
**EMPLOYEE
ASSISTANCE
PROGRAM**



**EMPLOYEE
WELLNESS PLANS**



**VISION
PLANS**



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

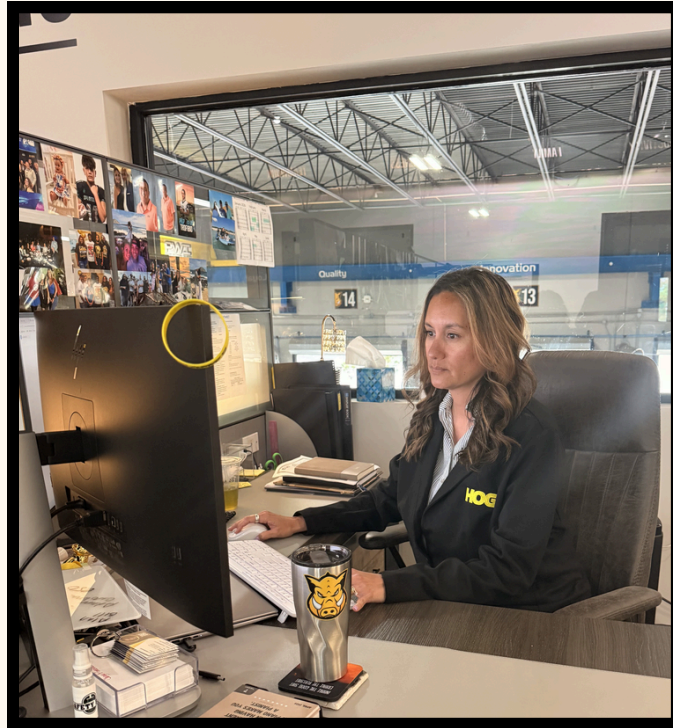


**RETIREMENT SAVINGS
PLAN WITH
COMPANY MATCH**



Federal Signal Profiles

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CHAYE CARRION

Chaye Carrion helps create experiences that leave a lasting impression, both for customers and for her team at Hog Technologies. As Manager of Sales & Marketing Operations, she brings creativity, energy, and attention to detail to everything she does, helping teams come together and ensuring customers feel valued every step of the way. Whether coordinating major industry events or supporting collaboration across brands, Chaye takes pride in building strong relationships and fostering a true team environment.



GERRY SPARKS

With decades of experience and a deep commitment to his team, Gerry Sparks plays an important leadership role at DuraClass as Supervisor of Hoists & Accessories. Known for arriving early each morning to ensure operations are running smoothly, Gerry takes pride in creating a safe, positive, and productive workplace. His leadership helped guide his team through the successful adoption of lean manufacturing practices, and his passion for people, teamwork, and continuous improvement continues to make a lasting impact every day.



JESSIE SMITH

Jessie Smith plays a vital role in keeping operations running smoothly at Ground Force as Planning and Scheduling Supervisor. Working behind the scenes to coordinate production and support day-to-day activities, Jessie is known for her problem-solving mindset, attention to detail, and commitment to continuous improvement. She takes particular pride in strengthening scheduling processes and creating greater consistency across operations. Beyond her work, Jessie values the strong culture at Ground Force, where teamwork, collaboration, and genuine relationships make coming to work each day rewarding.

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 \$17,668 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 community initiative joins police officers, firefighters, and other first responders to help local families in need celebrate Christmas. This year, their team proudly raised over \$7,300 to support families in local Post Falls, Idaho.



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.

Throughout the year, JJE hosted summer BBQs, charity golf tournaments, and several other fundraising events to raise over \$14,300 for children's hospitals across Canada.

During the month of December, Federal Signal University Park gathered toys, games, hats, mittens, and scarves for all ages as part of the Holiday Fundraiser for Monee Township. This wonderful initiative provides gifts to underprivileged residents in the form of Santa's Sack, spreading warmth and holiday cheer to families in need.

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

SAFETY AND SECURITY SYSTEMS GROUP

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

FEDERAL SIGNAL CORPORATION

- American Payroll Association
- Association of Certified Fraud Examiners (ACFE)
- Association of Corporate Counsel (ACC)
- Chicago Finance Exchange (CFE)
- Illinois CPA Society (ICPAS)
- National Association of Corporate Treasurers (NACT)
- National Safety Council
- 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.

2025 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 2025 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 2025 President's Safety Awards were presented to HighMark and TBEI Rugby. 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 eight 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



RICHARD MAUE



SHASHANK PATEL



ERIC VAILLANCOURT



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 2026 Sustainability Report was developed referencing the GRI Standards framework set forth by the Global Reporting Initiative (GRI) as of December 31, 2025 (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.

INDICATOR	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 22
102-9	Supply chain	2025 Form 10-K, Page 3
102-10	Significant changes to the organization and its supply chain	2025 Form 10-K, Pages 2-4
102-11	Precautionary principle or approach	2025 Form 10-K, Pages 7-13
102-12	External initiatives	Pages 25-26
102-13	Membership of associations	Page 27
Strategy		
102-14	Statement from senior decision-maker	Page 3
102-15	Key impacts, risks, and opportunities	2025 Form 10-K, Pages 7-13
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 29
102-19	Delegating authority	2026 Proxy, Pages 19-21
102-20	Executive-level responsibility for topics	2026 Proxy, Page 3
102-21	Consulting stakeholders on topics	2026 Proxy, Page 5
102-22	Composition of the highest governance body & its committees	2026 Proxy, Pages 1-2, 19-21
102-23	Chair of the highest governance body	2026 Proxy, Pages 2, 19
102-24	Nominating and selecting the highest governance body	2026 Proxy, Pages 14-21
102-25	Conflicts of interest	2026 Proxy, Pages 25-26

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
102-26	Role of highest governance body in setting purpose/values	Page 29
102-27	Collective knowledge of highest governance body	2026 Proxy, Pages 14-18
102-28	Evaluating the highest governance body's performance	2026 Proxy, Page 25
102-29	Identifying and managing economic, environmental, and social impacts	2026 Proxy, Page 19
102-30	Effectiveness of risk management processes	2026 Proxy, Page 19
102-31	Review of economic, environmental, and social topics	2026 Proxy, Page 19
102-33	Communicating critical concerns	2026 Proxy, Page 19
102-35	Remuneration policies	2026 Proxy, Pages 31-40
102-36	Process for determining remuneration	2026 Proxy, Pages 31-32
102-37	Stakeholders' involvement in remuneration	2026 Proxy, Page 27
102-38	Annual total compensation ratio	2026 Proxy, Page 45
102-39	Percentage increase in annual total compensation ratio	2026 Proxy, Page 45
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	2025 Form 10-K, Page 4
102-41	Collective bargaining agreements	2025 Form 10-K, Page 4
102-42	Identifying and selecting stakeholders	2025 Form 10-K, Page 5
102-43	Approach to stakeholder engagement	2025 Form 10-K, Page 5
102-44	Key topics and concerns raised	2025 Form 10-K, Pages 7-13
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2025 Form 10-K, Page 39
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 2025
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 31-32
102-55	GRI content index	Pages 31-32

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	2025 Form 10-K, Page 5
Social		
403-1	Occupational health and safety management system	Page 28
403-2	Hazard identification, risk assessment, and incident investigation	Page 28
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 28
403-5	Worker training on occupational health and safety	Page 28
403-6	Promotion of worker health	Pages 23, 28
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 28
404-2	Programs for upgrading employee skills and transition assistance programs	Page 22
405-1	Diversity of governance bodies and employees	2026 Proxy, Page 1-2, 14
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	2025 Form 10-K, Page 4
413-1	Operations with local community engagement, impact assessments, and development programs	Pages 25-26
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

Investor Relations
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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.