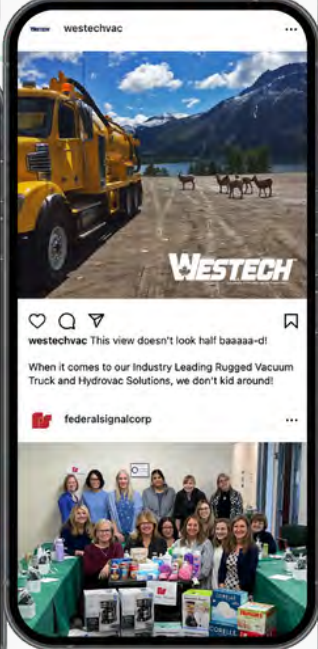
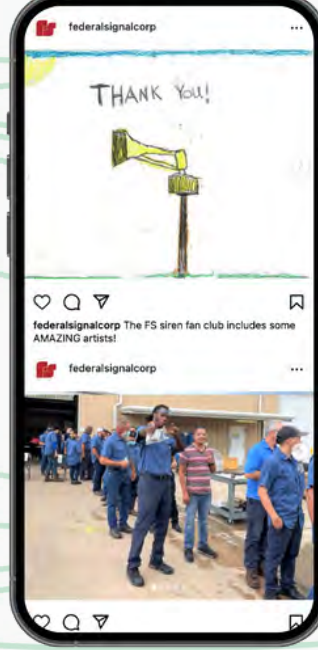
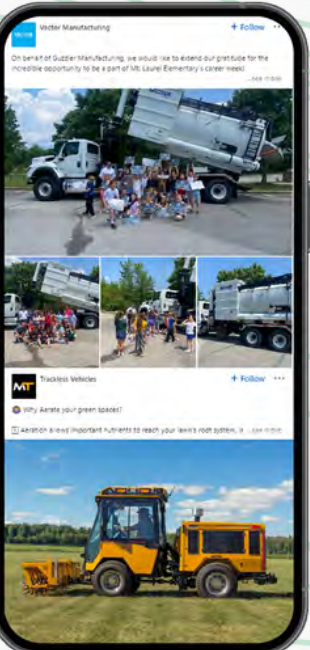
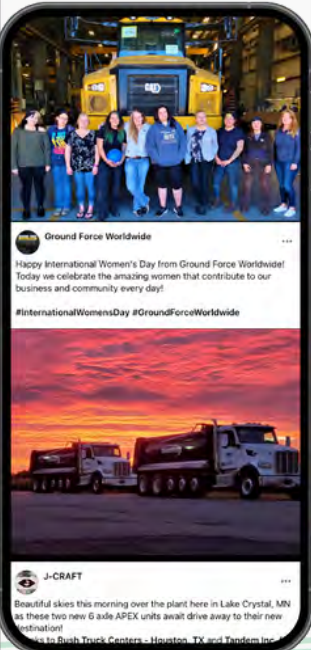
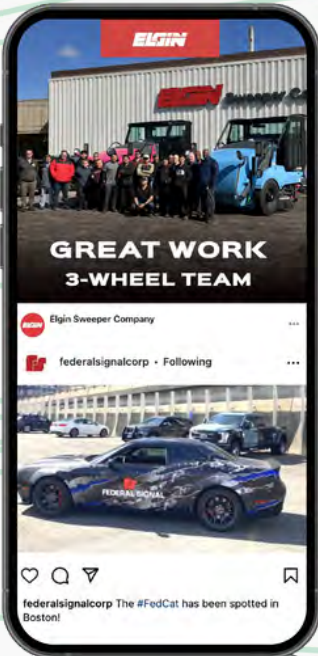


# SUSTAINABILITY REPORT



JUNE 2023

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Several of the photos entered in the most recent Federal Signal CEO Photo Contest are featured in this report. Our annual contest invites all employees to submit images of their workplace or Federal Signal products in action.

# About this Report



This is our fourth annual Sustainability Report, highlighting the progress we have made on our Environmental, Social, and Governance (ESG) initiatives.

To prepare this report, we conducted a materiality assessment to understand the ESG 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.

We would like to express our gratitude to the many people at our business units who organized volumes of source data, provided creative input, including case studies and photographs, and shared their enthusiasm for the ESG project. Going forward, we aim to continue to enhance our reporting capabilities across additional ESG topics.

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, 2022, unless otherwise indicated. Certain metrics also include references to our performance in 2018, 2019, 2020, and 2021. We may make periodic updates on our ESG 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.

## SAFE HARBOR STATEMENT

These materials contain various forward-looking statements as of the date hereof and we undertake no obligation to update these forward-looking statements regardless of new developments or otherwise. Statements in these materials that are not historical are forward-looking statements. Such statements are subject to various risks and uncertainties that could cause actual results to vary materially from those stated. Such risks and uncertainties include, but are not limited to: direct and indirect impacts of the coronavirus pandemic and the associated government response, risks and adverse economic effects associated with emerging geopolitical conflicts, product and price competition, supply chain disruptions, work stoppages, availability and pricing of raw materials, cybersecurity risks, risks associated with acquisitions such as integration of operations and achieving anticipated revenue and cost benefits, foreign currency exchange rate changes, interest rate changes, increased legal expenses and litigation results, legal and regulatory developments and other risks and uncertainties described in filings with the Securities and Exchange Commission.

# A Message from our CEO

*"For over 120 years, Federal Signal has innovated to meet the challenges of the day, and today is no different. We know that when we invest in our people, integrate clean technology into our products, and hold ourselves to the highest ethical standards, we are not just doing the right thing, we are also making sound business decisions"*



## JENNIFER L. SHERMAN

President and CEO Jennifer L. Sherman has worked together with the Board of Directors and executive leadership team to strengthen the Company's strategic focus and growth, promote margin expansion, and improve shareholder value. Her focus on new product development earned the Company a 2016 Chicago Innovation Award and a 2017 nomination for CEO Innovator of the Year from the Executives' Club of Chicago. In 2020, the University of Michigan awarded Ms. Sherman the David D. Alger Alumni Achievement Award.

Ms. Sherman has long demonstrated a strong commitment to supporting non-profits, including her work as a board member for The Community House (former Board Chair), Center for Disability and Elder Law, WTTW/ WFMT, and the Field Museum of Chicago, where she serves on the Diversity, Equity, Access and Inclusion Committee. Ms. Sherman is a visiting lecturer at the University of Michigan Ross School of Business.

As a global manufacturer of critical infrastructure and safety products, we have the responsibility to do the right thing – operate sustainably and with a long-term, fact-based view on issues regarding the environment, society, and corporate governance, and positively impact our employees, customers, dealers, and stakeholders at large.

In our fourth annual Sustainability Report, we highlight the ways in which we make a difference to our customers, our communities, and our environment. We are making progress.

At the heart of Federal Signal is our commitment to our greatest asset – our people. In order to support our 4,300+ employees, we prioritize their health and safety and career development, and offer attractive benefit packages. The diverse cultures and viewpoints found at Federal Signal make us stronger as a whole, and an inclusive workplace is essential to the long-term health of our business – intolerance and discrimination have no place in this organization.

In addition to focusing on our environmental handprint by introducing new features and functionality into our products that provide greater benefits to the environment, such as water recycling capabilities in our sewer cleaning products, we also seek to help our customers reduce their carbon footprint, helping them to meet their stated reduction goals.

With that objective in mind, we have made measurable progress on integrating electrification across our suite of products. These efforts will improve air quality and reduce our customers' carbon footprint, both of which will help to mitigate the negative effects of climate change. Our recently launched electrification offerings include our new Switch-N-Go® system built on a Class 4 electric chassis, our first Rugby Vari-Class™ dump body on a fully-electric chassis, and our new full-size, 100% electric, zero-emission Elgin® Broom Bear street sweeper. The fully electric Broom Bear joins our plug-in hybrid electric Elgin® Broom Bear and Pelican street sweepers.

In 2022, the City of Los Angeles purchased two of our plug-in, hybrid electric Broom Bear street sweepers – the first street sweepers in the nation to run on battery-electric power and compressed natural gas – which will help the city to achieve their zero emission goals.

We expect vehicle electrification to be a critical focus for the Company moving forward and we continue to invest in this area, with over 20% of our current research and development spend devoted to electrification efforts. We also expect that figure may increase over the coming years as we continue to expand our electric offerings.

Measurable progress is key as we work to shrink our carbon footprint, both within our facilities and through the products we manufacture. We benchmark our year-over-year performance as we track our goal to reduce our water, natural gas, and electricity consumption intensity by 10% by 2025. We have also incorporated ESG goals into our annual incentive programs.

We are pleased to have made meaningful progress in reducing our water and electricity intensity, achieving our stated goals. With several of our acquisitions that we have completed in recent years located in colder climates, we have seen a modest increase in our natural gas intensity, with the need to heat the newly acquired manufacturing facilities. As we seek to achieve all of our stated goals, we will be refocusing our efforts to reduce natural gas consumption this year.

For over 120 years, Federal Signal has innovated to meet the challenges of the day, and today is no different. We know that when we invest in our people, integrate clean technology into our products, and hold ourselves to the highest ethical standards, we are not just doing the right thing, we are also making sound business decisions. We will do our part, so that we can maintain our reputation as an attractive and sustainable employer, business partner, and investment option for our stockholders.

Jennifer L. Sherman  
President & 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 designer, manufacturer, and supplier of products and total solutions that serve municipal, governmental, industrial, and commercial customers. Our product portfolio includes (i) 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 tractors, dump truck bodies, trailers and metal extraction support equipment, and (ii) 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.



**CRAIN'S**  
CHICAGO BUSINESS  
**LARGEST**  
**PUBLICLY**  
TRADED COMPANIES

2019

CRAIN'S LARGEST PUBLICLY  
TRADED COMPANIES



**WORLD SWEEPING**  
ASSOCIATION

2020

WORLD SWEEPING ASSOCIATION  
AWARD OF EXCELLENCE IN  
POWER SWEEPING - ELGIN



CRAIN'S CHICAGO BUSINESS 2020  
**NOTABLE**  
WOMEN IN MANUFACTURING

2020

CRAIN'S CHICAGO BUSINESS  
NOTABLE WOMEN IN  
MANUFACTURING



**100** FASTEST  
GROWING  
COMPANIES  
2020  
FORTUNE

2020

FORTUNE-100 FASTEST  
GROWING COMPANIES



2022

ILLINOIS STATE HISTORICAL  
SOCIETY CENTENNIAL AWARD

# Company History



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. 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, Symbol FSS.



1975 - After changing the company's name to Federal Signal Corporation, the corporate offices are moved to Oak Brook, IL.



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, Illinois, 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.

# Company History



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.



2020 - The company acquires Public Works Equipment and Supply, Inc. (PWE), a distributor of maintenance and infrastructure equipment covering North Carolina, South Carolina and parts of Tennessee. This distributor is subsequently rolled into our JJE business.



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.



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.



2022 - 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.

# Our 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 work and live.

As part of our mission, we firmly believe that sustainability is critical when thinking about the future. Whether it be pursuing environmentally sustainable operating practices in our facilities or finding new ways to support the communities where we live, we are steadfast in our commitment to doing what is right. We recognize that sustainability means protecting the planet for future generations to come.

This commitment is shared throughout our organization, from our leadership to our people – the over 4,300 individuals who work each day to make this vision a reality.



# Our Values

WE BELIEVE THAT THE CORE VALUES OF INTEGRITY, HONESTY, AND EQUALITY ARE FUNDAMENTAL TO ALL THAT WE DO. BEYOND THESE BASIC VALUES, WE BELIEVE IN:



## 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 will empower our employees to help them better meet those customer needs.



## 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.



## JUDGEMENT

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



## NORTH AMERICA

- ★ Corporate Headquarters
- Oak Brook, Illinois
- Fayette, Alabama
- Homewood, Alabama
- Leeds, Alabama
- Tempe, Arizona
- Long Beach, California
- Denver, Colorado
- Tampa, Florida
- Post Falls, Idaho
- Elgin, 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
- Houston, Texas
- La Porte, Texas
- Midland, Texas
- Salt Lake City, Utah

## EUROPE

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

## AFRICA

- Gauteng, South Africa



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



**35** service center/customer support locations

**~4,300** employees

\*Location and employee data as of June 2023

# Our Brands



# Our Businesses



THE PRODUCTS THAT WE MANUFACTURE AND SUPPLY, AND THE SERVICES THAT WE PROVIDE, ARE DIVIDED INTO TWO GROUPS: THE **ENVIRONMENTAL SOLUTIONS GROUP** AND THE **SAFETY AND SECURITY SYSTEMS GROUP**.

## Environmental Solutions Group

Our Environmental Solutions Group is a leading manufacturer and supplier of a full range of street sweepers, sewer cleaners, industrial vacuum loaders, safe-digging trucks, high-performance waterblasting equipment, road-marking and line-removal equipment, dump truck bodies, trailers, multi-purpose tractors, and metal extraction support equipment. The Group manufactures vehicles and equipment in the U.S. and Canada that are sold under the Elgin®, Vactor®, Guzzler®, TRUVAC®, Westech™, Jetstream®, Mark Rite Lines, Liquidator®, Ox Bodies®, Crysteel®, J-Craft®, Duraclass®, Rugby®, Travis®, OSW, NTE, WTB, Ground Force, TowHaul®, Trackless, Bucks®, and SwitchN-Go® brand names. The Group's product offerings also include certain products manufactured by other companies, such as refuse and recycling collection vehicles, camera systems, ice resurfacing equipment and snow-removal equipment. Products are sold to both municipal and industrial customers either through a dealer network or direct sales to service customers generally depending on the type and geographic location of the customer. In addition to vehicle and equipment sales, the Group also engages in the sale of parts, service and repair, equipment rentals and training as part of a comprehensive aftermarket offering to its current and potential customers through its service centers located across North America.



## Blasters

Blasters is a leading manufacturer of truck-mounted waterblasting equipment, including the Liquidator®, an ultra-high pressure, water-based road-marking and rubber-removal truck.



## Bucks/Switch-N-Go

Bucks and Switch-N-Go design and manufacture interchangeable truck body systems for class 3-7 vehicles in the work truck industry and a full line of waste hauling products, including front/rear loading containers and specialty roll-off containers.



## Elgin Sweeper

Elgin is a leading manufacturer of street sweepers primarily designed for large-scale cleaning of curbed streets, parking lots, and other paved surfaces utilizing mechanical sweeping, vacuum, and recirculating air technology.



## FS Depot

FS Depot supports over 100 dealer locations worldwide, and is the aftermarket sales and distribution center for Vactor sewer cleaner, Elgin street sweeper, TRUVAC hydroexcavator, and other parts.



## FS Solutions

FS Solutions offers unsurpassed expertise and a unique breadth of environmental cleaning solutions such as equipment, parts, rental, service and repair, and training to meet the needs of industrial cleaning professionals.



## Ground Force Worldwide

Ground Force Worldwide is a leading manufacturer of specialty material handling vehicles that support the extraction of metals, with a product portfolio that includes fuel and lube trucks, water trucks, dump bodies, and rock spreaders.



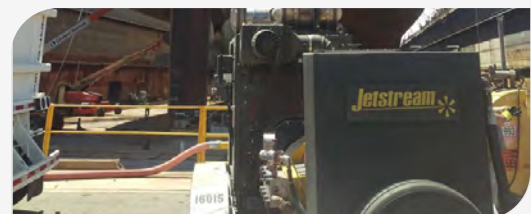
## Guzzler

Guzzler is a leading manufacturer of industrial vacuum loaders used to manage industrial waste or recover and recycle valuable raw materials.



## Jetstream

Jetstream manufactures high-pressure waterblasting equipment and accessories for commercial and industrial cleaning, and maintenance operations.



## Joe Johnson Equipment

Joe Johnson Equipment (JJE) is Canada's largest and one of North America's leading infrastructure maintenance equipment suppliers. JJE has a long-standing reputation for distributing industry-leading products through its national branch network with a keen focus on customer support.



## Mark Rite Lines Equipment Company/ HighMark Traffic Services

Mark Rite Lines Equipment Company (MRL) manufactures truck-mounted and ride-on road-marking and line-removal equipment. HighMark Traffic Services is a road-marking service provider, operating primarily within the state of Montana.



## TowHaul

TowHaul is a leading manufacturer of reliable, efficient and adaptable heavy-duty, off-road specialty metal extraction support equipment, including front- and rear-loading lowboy trailers, multi-purpose gooseneck equipment, dragline bucket transporters, and road-conditioning trucks.



## Trackless

Trackless is a leading manufacturer of multi-purpose, municipal sidewalk tractors, and a variety of attachments to provide year-round value to its customers.



## Truck Bodies & Equipment International

Truck Bodies & Equipment International (TBEI) manufactures and sells dump truck bodies and trailers under the Ox Bodies, Crysteel, J-Craft, Duraclass, Rugby, Travis, OSW, NTE, and WTB brand names.



## TRUVAC

The TRUVAC brand manufactures a range of premium vacuum and hydroexcavation trucks designed to satisfy the safe digging requirements of businesses or organizations that locate and verify underground utility lines and pipes.



## Vactor

Vactor is a leading manufacturer of equipment solutions for cleaning and maintaining sewers and catch basins. Its products include truck and trailer mounted combination sewer cleaners, jetters, and auxiliary equipment.



## Westech

Westech is a manufacturer of high-quality, rugged vacuum excavation trucks.





## Safety & Security Systems Group

Our Safety and Security Systems Group is a leading manufacturer and supplier of comprehensive systems and products that law enforcement, fire rescue, emergency medical facilities, campuses, military facilities, and industrial sites use to protect people and property. The Group offers systems for community alerting, emergency vehicles, first responder interoperable communications, and industrial communications. Specific products include public safety equipment, such as vehicle light bars and sirens, industrial signaling equipment, public warning systems, and general alarm/ public address systems. Products are sold under the Federal Signal™, Federal Signal VAMA®, and Victor® brand names. The Group operates manufacturing facilities in the U.S., Europe, and South Africa.

### Public Safety Equipment

With operations in the U.S. and Europe, our Public Safety business manufactures reliable and high-performing products for emergency and work truck vehicles. We specialize in emergency and warning lights, sirens, directional lighting, and smart police vehicle systems.



### Industrial Signaling Equipment

This range of products are certified for use in territories governed by the International Electrotechnical Commission and/or the National Electrical Code standards. Designed for process control, plant safety, emergency evacuation and more, our products are used in manufacturing, tunneling and mining, and other industrial applications.



### Warning Systems

We are a leading provider of communication and security equipment systems for offshore, marine, industrial, and municipal environments. Our intuitive systems include interoperable alerting and notification solutions with a modular design methodology that allows systems to be deployed separately or collectively.



# Application Focus

## Safe Digging / Vacuum Excavation

### VACUUM EXCAVATION IS A SAFER ALTERNATIVE TO MECHANICAL DIGGING IN THE PRESENCE OF BURIED UTILITIES

In certain areas, when a backhoe or other piece of large, heavy machinery digs into the ground, the nation's vast underground utility infrastructure may be at risk. Inaccurate utility markings are a common occurrence, and mechanical digging can cause unintentional line strikes, which may lead to the damage of power lines and other utilities, trench cave-ins, and severe injuries from natural gas explosions and electrocution. Our TRUVAC "safe-digging" line of hydro- and vacuum-excavation truck and trailer products provide a safer and more efficient alternative to traditional digging methods in the presence of buried utilities.

"Safe digging" utilizes a combination of pressurized water or air, along with a high-powered vacuum system, as a nondestructive solution to expose buried infrastructure, or prepare an area for new installations, and minimize the likelihood of damage to utilities. Traditional methods of excavation utilize shovel digging and backhoe operation, which may be imprecise, time consuming, and can cause damage to underground utilities, potentially resulting in unforeseen costs and service interruptions for consumers. According to estimates, a utility line in the U.S. is hit every six minutes.\*<sup>1</sup>

Increasingly accepted as a standard practice in the utility industry, safe digging significantly mitigates risk and reduces the chances of damaging underground infrastructure. Safe digging has been widely adopted throughout the U.S., with 19 states and the Occupational Safety and Health Administration (OSHA) now include vacuum excavation as part of their "safe excavation" best practices. Approximately 1,000 U.S. workers are hurt every year by excavation cave-ins\*<sup>2</sup>, using safe digging minimizes the risk of injury to workers by reducing the potential for cave-ins and hazardous gas leaks.

When it comes to quality engineering, innovation, and reliable service, no other vacuum excavators can match the breadth of TRUVAC's line of safe-digging truck and trailer products.



TRUVAC is a committed educational partner with the 811 "Call Before You Dig" nationwide resource for marking buried utilities before a dig.

<sup>1</sup> "National Safe Digging Month Survey Results Fact Sheet." CGA - Common Ground Alliance, 2016. <https://commongroundalliance.com/>.

<sup>2</sup> "Preventing Deaths and Injuries from Excavation Cave-Ins (85-110)." Centers for Disease Control and Prevention, The National Institute for Occupational Safety and Health (NIOSH), 6 June 2014, <https://www.cdc.gov/niosh/docs/85-110/default.html>.



# Application Focus

## Safe Digging / Vacuum Excavation

**IN AREAS WHERE WATER IS SCARCE, SAFE DIGGING CAN BE USED TO DIG EFFECTIVELY WITHOUT UTILIZING PRECIOUS RESOURCES**

Safe-digging is an effective excavation tool in congested underground areas, removing soil from dig sites while preserving the safety and condition of already-buried utilities.

Many of TRUVAC's safe-digging products can be configured as vacuum excavators, using a high-speed jet of air to dislodge dirt and debris instead of the water jet used in more conventional hydro-excavators. This can be important in areas with scarcity of water.

Vacuum excavation allows excavation crews to safely dig in areas experiencing acute water stress, or in areas where effluent control may be a challenge.

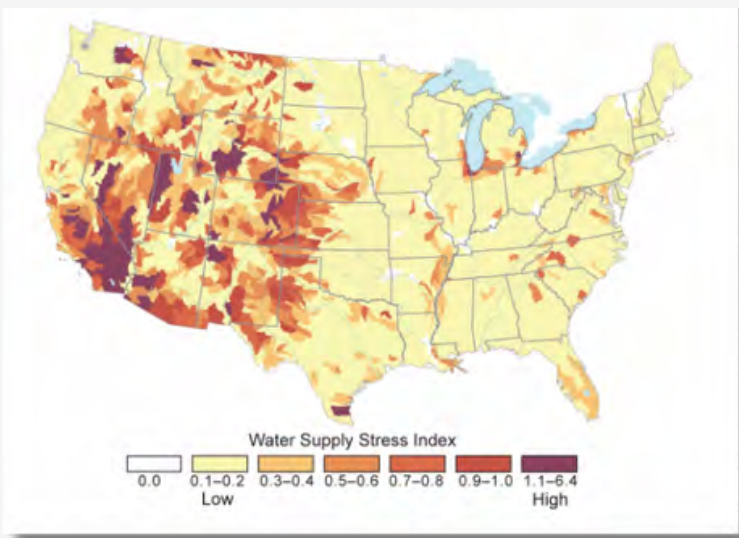
Using vacuum-excavation technology can also provide increased efficiency benefits, by reducing job times as well as the number of vehicles required on site to complete a job. This can help customers who may be experiencing difficulty finding operators in challenging labor environments.

TRUVAC's vacuum excavators are just another way we are helping our customers to minimize their own environmental footprint.



USING AIR INSTEAD OF A WATER TANK GIVES AN EXTRA MEASURE OF ENDURANCE ON JOBS, TOO - NO WATER TANK TO FILL MEANS NO WATER TANK TO RUN DRY.

AS AREAS OF WATER SUPPLY STRESS IN NORTH AMERICA CONTINUE TO INCREASE, NON-WATER BASED FORMS OF SAFE DIGGING ARE EXPECTED TO BE AN IMPORTANT TOOL TO CONSERVE THIS CRITICAL RESOURCE.



# Application Focus

## Street Sweeping



### CLEAN STREETS IMPROVE WATER QUALITY, AIR QUALITY, OVERALL COMMUNITY HEALTH, AND HELP PREVENT WATER POLLUTION

Street sweeping is an essential practice that plays a vital role in reducing air and water pollution in our local communities and environment. Roads and highways are prone to accumulate debris, sediment, vegetation, and litter, which can pose a hazard to both pedestrians and vehicles, as well as to the water table.

Street sweeping has been recognized as a best management practice by the U.S. Environmental Protection Agency (EPA) to prevent stormwater runoff. Well-maintained sanitary and storm sewers are critical to the health and safety of our communities, and street sweeping plays a vital role in achieving this goal. By removing debris and sediment from the streets, Elgin street sweepers help to prevent unwanted toxins and materials from contaminating our environment, and entering storm drains, streams, and waterways, which is critical in reducing backups and flooding.

Elgin Sweeper has been a leader in street sweeping technology for over 100 years, and we remain committed to providing innovative solutions that reduce stormwater and air pollution by working with cities and municipalities across North America and globally to make a positive impact on public health and the environment. Our product offerings have expanded over time, and with the addition of new features and functionality to continuously improve our products, our commitment to quality and uncompromised performance remains steadfast. Our line of sweepers includes alternative fuel sweepers, waterless dust control sweepers, single-engine technology sweepers, and new plug-in hybrid electric sweepers. Our commitment to engineering, manufacturing, and technical know-how is evident in each sweeper we produce, and we remain at the forefront of developing innovative products that result in cleaner streets, water, and air.

**ELGIN**

OFFICIAL PARTNER



### WELL-MAINTAINED SANITARY AND STORM SEWERS ARE CRITICAL TO MAINTAINING THE HEALTH OF A COMMUNITY

In today's world, communities face constant environmental challenges, including the effects of climate change and aging infrastructure. As a result, proper maintenance of storm and sanitary sewers is more critical than ever. These systems are essential to ensure that communities have access to safe and clean water, and Vactor Manufacturing's sewer cleaning equipment is an important part of this solution.

Our sewer cleaning equipment is used to maintain the integrity of sewer systems, storm water systems, catch basins, and water treatment facilities. With regular maintenance, these systems and facilities can avoid water quality problems, severe flooding, property damage, and other harmful consequences. Our equipment is designed to be efficient and easy to operate, while also ensuring the safety of the operator.

In municipalities where sewer systems are not properly maintained, there is an increased risk of sewage backups and overflows. This can result in contaminated water entering homes and businesses, leading to a risk of waterborne diseases and other health problems. These backups can also cause property damage and financial losses, as well as significant disruption to daily life.

During heavy rain events or floods, inadequate sewer maintenance can lead to the system being overwhelmed, causing untreated sewage to overflow into local waterways. This can lead to environmental damage, contamination of drinking water sources, and harm to aquatic life. It can also result in the closure of beaches and recreational areas, negatively impacting tourism and local businesses.

As more people work from home, there is increased stress on domestic sewer systems. With more people using their toilets and sinks throughout the day, the amount of wastewater being produced has increased, and if these systems are not adequately maintained, they can quickly become overwhelmed, leading to sewer backups, which can pose a significant risk to public health. Proper maintenance of these systems is critical to reducing the risk of sewage overflows.

At Vactor Manufacturing, we are committed to producing a diverse portfolio of sewer cleaning products that are designed and engineered to meet the critical needs of municipalities and contractors, providing them with the tools necessary to ensure that their communities have access to clean and safe water. By using our equipment, communities can continue to thrive and grow while also preserving their natural surroundings.



AS A PIONEER AND AN INNOVATOR,  
WE HAVE FOUND WAYS TO HELP  
COMMUNITIES SAVE MONEY,  
IMPROVE THE QUALITY OF LIFE FOR  
PEOPLE, AND IMPROVE THE  
PRODUCTIVITY AND  
SAFETY OF THE INDIVIDUALS WHO  
OPERATE OUR EQUIPMENT.

## PROTECTING FIRST RESPONDERS SO THAT THEY CAN PROTECT YOU

In the course of their duties, law enforcement officers are often required to respond to emergency situations. The action of emergency response exposes the officer and the public to increased risk. Emergency vehicle lights and sirens play an integral role in reducing that risk for first responders and those around them by providing effective, universally recognized signals to the public; their use helps mitigate the risk of a collision, ultimately leading to improved safety for the first responder, other drivers, and pedestrians.

One of the key products in the Federal Signal emergency warning product offering is the Pathfinder® siren and light controller. When an officer is in pursuit, every second counts - there is no time for distraction. By reducing the steps in lights and siren activation, the Pathfinder vehicle response system frees an officer to fully focus on the task at hand. The siren tones and digital voice playback feature of the Pathfinder provide siren warning and guidance to the public while simultaneously controlling the vehicle's emergency warning lights to produce an effective combination of audible and visual warnings.

Our Valor® LED lightbar is one of the most effective visual warning devices for emergency vehicle applications. The Valor's V-shaped design combined with our Solaris® LED reflector technology, delivers increased light at critical 45-degree and 90-degree off-axis angles for improved intersection safety. In addition, Valor's built-in multi-color LED capability combined with its unique V-shape provides greater flexibility in tactical flood light applications enabling the officer to direct white light where needed.

Federal Signal's police safety products offer reliable protection for law enforcement officers and the public. With the Pathfinder siren/light controller and Valor LED lightbar, officers can be confident that they are using state-of-the-art emergency warning technology to improve safety for themselves and the public.



### ROAD-MARKING AND LINE-REMOVAL EQUIPMENT PROTECTS DRIVERS

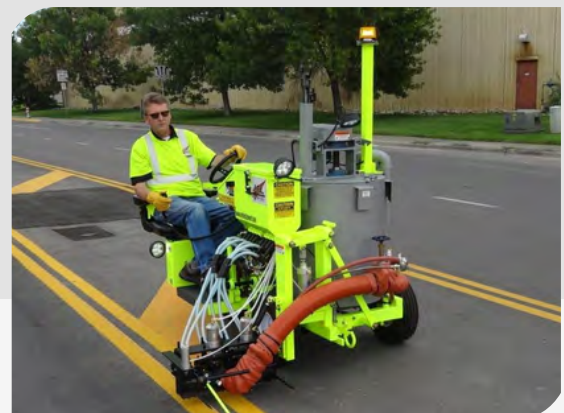
Road markings are critical safety features on highways, streets, and roads. According to data from the American Association of State Highway and Transportation Officials, a highway-related death occurs every 21 minutes in the U.S. as a result of a lane departure. That equates to over 25,000 fatalities per year, almost 60% of the nation's annual highway fatalities. The science is clear: clear road markings lead to less deaths.

MRL and Blasters are leading manufacturers of road-marking, line-removal, and grooving equipment that work to optimize motorist safety. MRL uses state-of-the-art technology to produce high-quality road-marking removal and application equipment designed to meet the demanding standards of road construction and maintenance companies, as well as government agencies. Blasters utilizes high-pressured water to remove road-markings in an efficient and environmentally friendly manner.

This essential equipment is designed and engineered to produce high quality road-markings that are bright, visible, and long-lasting, which is critical for driver safety and sustainable road infrastructure. The National Highway Traffic Safety Administration reports that identifiable road-markings can reduce accidents by up to 30%.

In addition to providing critical information to drivers, road markings act as a reference point for sensors on smart and autonomous vehicles, helping the vehicle to maintain its position on the road, navigate intersections, and avoid obstacles. The accuracy and visibility of road markings is critical for the successful operation of autonomous and semi-autonomous vehicles, and lane-departure warning technology.

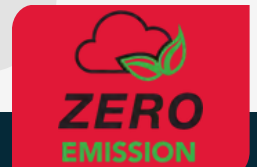
Further growth in population is expected to lead to roads and highways that are busier and more demanding than ever for drivers. MRL and Blasters road-marking and line-removal equipment will play a critical role in ensuring drivers have the tools they need to safely get from point A to point B.



# Electrification Overview

WE REMAIN COMMITTED TO OUR VEHICLE ELECTRIFICATION INITIATIVES AND CONTINUE TO IDENTIFY NEW WAYS TO INTEGRATE ELECTRIFICATION INTO OUR SUITE OF PRODUCTS. OUR SOLUTIONS WILL GUIDE CUSTOMERS ON THEIR PATH TOWARDS REDUCING THEIR CARBON FOOTPRINT AND IMPROVING AIR QUALITY WITHOUT EVER COMPROMISING PERFORMANCE.

With continued advancements in electrification, we have also developed dedicated resources and partnered with industry experts to research and identify the most relevant state and federal funding information for sweepers, actively linking our customers to funding opportunities for electric vehicle (“EV”) purchases. Approximately 20% of our annual Research and Development expense is dedicated towards our electrification efforts.



## STREET SWEEPING

Elgin Sweeper is a pioneer in the development of cleaner, alternative-fuel street sweeper solutions. In the last three years, we have introduced three electric/hybrid electric street sweeper offerings that are important tools for municipalities and operators looking to reduce their own carbon footprint without compromising performance. We also offer a single-engine sweeper that eliminates the diesel auxiliary engine, thus reducing the carbon emissions of the machine.

In March 2023, we launched our full-size, 100% electric, zero-emission Broom Bear mechanical sweeper at the ConExpo tradeshow. Powered by a 396 kWh, lithium iron phosphate battery, the electric Broom Bear is one of the industry’s first forays into an all-electric sweeping solution. Users can eliminate emissions, reduce noise, cut maintenance costs and still complete a day’s work on one charge.

The fully-electric Broom Bear joins the other hybrid offerings in Elgin’s suite of high-performance sweepers in serial production, including the plug-in, hybrid electric Broom Bear and the plug-in, hybrid electric Pelican, our popular 3-wheeled sweeper.



# Electrification Overview



## DUMP BODIES

At our Switch-N-Go business, acquired in December 2021, we recently launched a new Switch-N-Go system built on a Class 4 electric chassis.

The new Switch-N-Go system utilizes interchangeable dump bodies and a patented electric hoist. By installing a hoist and employing a few interchangeable truck bodies on a single electric chassis, users can complete the work of several electric work trucks with just one. More work, fewer trucks, and all electric – a compelling combination for reducing carbon emissions.

Our Rugby team also successfully incorporated their Vari-Class body platform onto a fully-electric class 7 chassis, which was also showcased at ConExpo in March 2023. The heavy-duty Vari-Class platform line can function as six different truck bodies, providing utility for the lifetime of the product.



## EXTRACTING THE BUILDING BLOCKS OF THE FUTURE

Vehicle electrification and other green initiatives are expected to drive demand not only for our EV product offerings, but also from the corresponding increase in long-term demand for lithium-ion batteries.

With the acquisitions of Ground Force in October 2021 and TowHaul in October 2022, we have created a platform of specialty vehicles that support the extraction of metals and minerals, including lithium.

With expectations that global demand for lithium-ion batteries will grow at a CAGR of 30% or more over the next decade, we are energized about the growth trajectory in this end market, and proud of the role we can play in supporting the extraction of the key material that will power the EV future.

## RESEARCH AND DEVELOPMENT SPENDING

**~\$35 M** in last three years

**205** active patents, foreign and domestic

**18** patent applications, 2020-2022

OUR BUSINESSES ARE FOCUSED ON OPERATING IN A SUSTAINABLE MANNER IN ORDER TO SUPPORT OUR ENERGY INTENSITY REDUCTION GOALS.

## 2025 ENERGY & RESOURCE RELATED GOALS

Measurable progress is key as we work to shrink our carbon footprint, both within our facilities and through the products we manufacture. We set a goal of reducing our greenhouse gas (GHG) emissions intensity 10% by 2025 (from our 2018 baseline). In addition, we aim to reduce our water, natural gas, and electricity resource consumption intensities 10% by the same year (from our 2018 baseline).

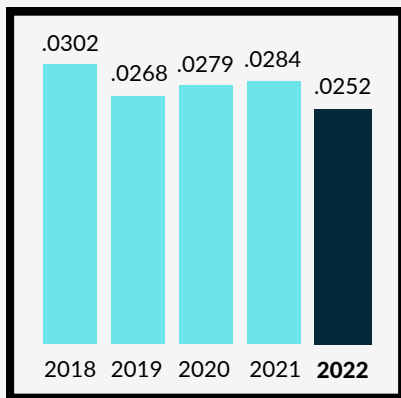
We are pleased to have made meaningful progress in reducing water and electricity intensity, despite ongoing supply chain disruption that has caused inefficiencies in our manufacturing processes. In fact, during 2022, our electricity and water consumption intensity were both more than 10% lower than our 2018 baseline, achieving our stated goal early.

We remain committed to our stated goals for GHG emissions and natural gas consumption intensities, and believe recent facility upgrades and investments will contribute to achieving those goals. Furthermore, approximately 4% of our total electricity consumption in 2022 was derived from renewable sources. We also estimate our water reuse at our largest facility at approximately 2 million gallons in 2022. Our Scope 1 and Scope 2 emissions in 2022 were approximately 50%.

With several of our acquisitions that we have completed in recent years located in colder climates, we have seen a modest increase in our natural gas intensity, with the need to heat the newly acquired manufacturing facilities. As we seek to achieve our stated goals, we will be refocusing our efforts to reduce natural gas consumption this year.

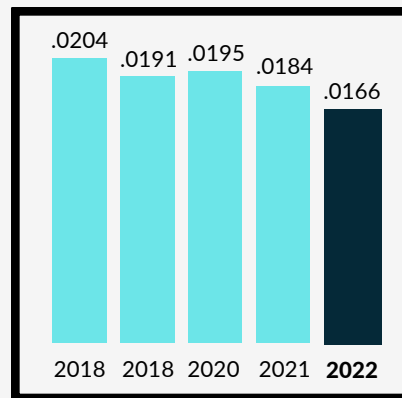
Below you can find our measurements for water, natural gas, and electricity consumption, normalized by dollar revenue, as well as our greenhouse gas emissions. Across all of our facilities and operations, we are committed to working towards reducing our energy and water consumption to limit our environmental impact.

**ELECTRICITY**  
in kWh per Dollar Revenue



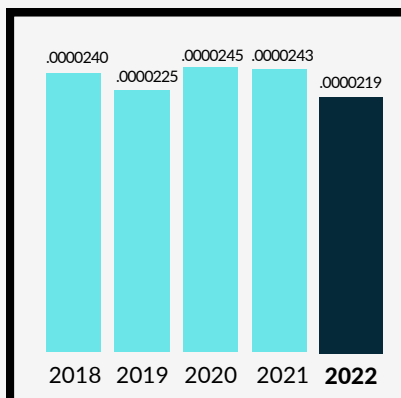
17% reduction  
v. 2018

**WATER**  
in Gallons per Dollar Revenue



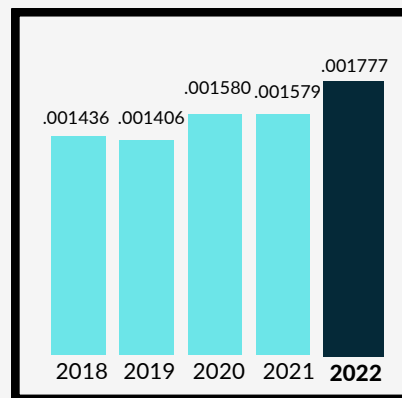
19% reduction  
v. 2018

**GREENHOUSE GAS EMISSIONS**  
total Tons CO<sub>2</sub>e Emitted per Dollar Revenue



9% reduction  
v. 2018

**NATURAL GAS**  
in Therms per Dollar Revenue



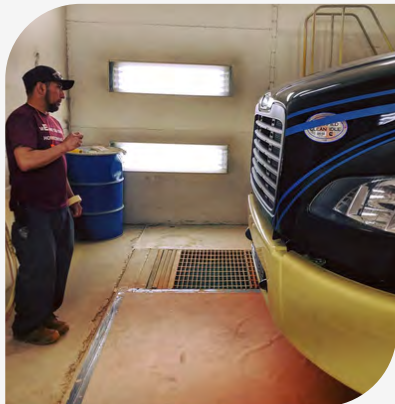
24% increase  
v. 2018

\*Full-year financial and environmental data from 2018, 2019, 2020, 2021, and 2022 was analyzed for this report. If a business was acquired during a calendar year, that data was not included in this report.



# Sustainability Highlights

- We have launched the 100% fully electric Broom Bear street sweeper, which will help municipalities reach their own sustainability objectives
- Organically, and through M&A, we have expanded the number of products in our portfolio that support Federal, state, and local electrification efforts
- In 2022, we expanded our product electrification offerings, by developing dump body options in the class 6 range that are compatible with, and sold alongside, electrified chassis options
- Since many of our products consume or collect water as part of their functions, they must be tested for watertightness at our factories. This demand adds to the quantity of water consumed in our operations. As we did when completing the expansion of our plant in Streator, IL, we have added or expanded water reuse/recycling capabilities at several of our other facilities. As we progress, we will continue to pursue the development and implementation of technologies that minimize the consumption of natural resources and reduce pollutant emissions in our products and at our facilities.
- We have participated in a voluntary “demand response” program with local utility providers to shed power usage during system events and tests to help keep the power grid up and running
- We have begun tracking our total metal consumption, alongside the fraction of metal that is unused by, or scrapped, in our production processes
- Recent facility investments (e.g., purchase of our Elgin and University Park, Illinois, locations) enabling our continuous improvement journey within our facilities
- Conducting energy consumption assessments and adopting energy efficiency measures across our manufacturing footprint
- Launching environmental education and awareness programs at each facility
- Working with local utility providers to implement best practices and capture energy reduction incentives



# Facility Environmental Matters

We are proud of our long-standing commitment to drive our businesses towards more sustainable operations for the environment. We continue to prioritize improving our manufacturing facilities and reducing resource consumption. In this report, we highlight some of the latest actions we have taken at our facilities to improve both our businesses and their impact on local communities.

## ENVIRONMENTAL COMPLIANCE

We closely monitor our facilities to ensure our operations are in compliance with all applicable environmental laws and regulations. Hazardous and non-hazardous waste from our facilities is always properly handled, and then hauled away by a licensed operator for appropriate recycling or disposal. Certain facilities engage in programs focused on recycling scrap metal.

## 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.



# Industry Advocacy

**WE SUPPORT THE DEVELOPMENT OF POLICIES AND STANDARDS THAT MAKE ROADS, COMMUNITIES, AND THE ENVIRONMENT CLEANER AND SAFER FOR FUTURE GENERATIONS.**

Engagement with organizations such as the American Traffic Safety Services Association (ATSSA), Common Ground Alliance (CGA), EPA, the National Utility Contractors Association (NUCA), and many others is critical to promote legislation that keeps our water systems running, our buried utilities safe, and our air and watersheds clean. Below are several highlights where we are actively engaged in the conversation, as well as the committed participation of our dedicated employees.

Tina Albright, VP of Human Resources & Safety at TBEI, was named the NTEA's 58th Board Chair at the Association's 2022 annual meeting. With over 25 years of experience at TBEI, Tina has been at the leading edge of change in the work truck industry and is the perfect leader to guide the NTEA. Since her election to the NTEA's Board in 2017, Tina has served on numerous committees and has worked to prepare the industry for the generational shifts influencing access to labor, training, paths to market, and production methods.

Tina is the NTEA's first female Board Chair since the association's establishment in 1964. We celebrate Tina's tremendous accomplishment and are extremely grateful for all her hard work on behalf of Federal Signal and the work truck industry.



**TINA ALBRIGHT**

Vice President, Human Resources & Safety, TBEI | Former Board Chair, Board of Directors' Executive committee, NTEA



The National Truck Equipment Association (NTEA) represents manufacturers, distributors, installers, and customers as the undisputed resource and advocate for the North American work truck industry. Focusing on multiple areas, NTEA provides industry research, education, regulatory and policy advocacy, and in-depth technical information.

Tony Fuller, Director, Strategic Business Development, serves on the board of the Utility Expo, the premiere trade show for utility professionals and construction contractors.

In his role as a board member, Tony helps guide the direction of the annual trade show, along with other industry leaders. The board ensures that the direction and programming of the show are aligned with the organization's goals, along with helping determine what untapped markets should be represented.



**TONY FULLER**

Director, Strategic Business Development | Board Member, Utility Expo



The Utility Expo is the largest event for utility professionals and construction contractors in: Electric Transmission; Electric Distribution; Natural Gas Distribution; Natural Gas Transmission; Telecommunications; Drinking Water; and Wastewater.

# Industry Advocacy



**ASHLEY PACE**

Marketing Manager, TBEI |  
Chair of NTEA Generation Next Board

Ashley Pace, Marketing Manager at TBEI, is the Chair of NTEA's Generation Next Board of Governors 2023-2024 and has served on the board since 2019. She has been active in creating professional development and networking resources for newcomers to the work truck industry.

NTEA's Generation Next is a resource group that gives new industry professionals support in developing skills and building peer relationships in the work truck industry.

## GENERATION NEXT



**DIANA KEGEL**

Marketing, Contracts, and Shipping  
Manager, Towhaul | Board Chair, MT  
District Export Council

Diana Kegel - Marketing, Contracts, and Shipping Manager, Towhaul - is the current Chair for the Montana District Export Council, ("IDEC") an organization of business leaders from Montana communities whom are appointed by the Department of Commerce. The mission of the MDEC is to provide mentoring of local businesses in exporting, assistance in export finance sources, and policy advocacy in trade policies to our legislature. Diana has been the Shipping Manager at TowHaul since 1999, the company was just starting to export their products. Fast forward to 2022, 26 countries and 300 trailers later, she has been in a position to assist other small companies to take their businesses global.

The Montana DEC supports exporters and provides a collective voice to advise on export education needs and disseminate education opportunities to its collective networks; and advises policy makers on export policies under consideration and provide suggestions for future legislation.



**Additional organizations Federal Signal employees belong to:**



# Professional Associations & Memberships

FEDERAL SIGNAL, ITS BUSINESSES, AND ITS TEAM MEMBERS BELONG TO NUMEROUS PROFESSIONAL ORGANIZATIONS AND INDUSTRY ASSOCIATIONS, INCLUDING:

## 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  
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 Manufactures 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 Manufactures 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  
Virginia Sheriff's Association

## FEDERAL SIGNAL CORPORATION

American Payroll Association  
Association of Certified Fraud Examiners (ACFE)  
Association of Corporate Counsel (ACC)  
Chicago Bar Association (CBA)  
Chicago Finance Exchange (CFE)

Illinois CPA Society (ICPAS)  
Illinois State Bar Association (ISBA)  
National Association of Corporate Treasurers (NACT)  
National Safety Council  
Society for Human Resource Management (SHRM)  
The Institute of Internal Auditors (IIA)



# Our People

## AT THE HEART OF FEDERAL SIGNAL IS A COMMITMENT TO INVEST IN OUR GREATEST ASSET – OUR PEOPLE



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 4,300 employees. We take pride in the work that we do and fostering a diverse and inclusive workplace is essential to maintain the long-term health of our business. We strive to empower and support our people when we prioritize their health and safety, career development, and offer attractive benefit packages.



### EMPLOYEE ENGAGEMENT

We recognize that leadership development and employee engagement contribute to our long-term success as a business. Our salaried workforce receives yearly performance reviews, with exceptions made only for certain union-represented segments in accordance with their negotiated contracts.



### 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.



### 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.



### 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.



### TBEI'S SCHOOL OF WELD

With our dedication to quality and uncompromised performance, training is key. At many of our TBEI 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 TBEI's world-class dump truck bodies.

# Employee Benefits

## BENEFIT OPTIONS FOR OUR DOMESTIC EMPLOYEES INCLUDE:

- Medical and Prescription Drug Plans
- Employee Wellness Plan
- Dental Plan
- Vision Plan
- Flexible Spending Accounts for Healthcare and Dependent Care
- Health Savings Account
- Employer-Paid Life and Accidental Death & Dismemberment Insurance
- Short-Term and/or Long-Term Disability
- Retirement Savings Plan with Company Match
- Employee Assistance Program
- Parental Leave under the Family and Medical Leave Act (FMLA)
- Paid Personal Time Off (Vacation, Personal Days, and Holidays)



Dear Colleague,

At Federal Signal, the safety and well-being of our employees is a top priority across all of our locations. I am excited to announce the 2022 Federal Signal Workplace Hazard Reduction Awards, which recognize the outstanding efforts of our business units in improving workplace safety metrics and reducing potential hazards.

These awards celebrate locally innovative solutions to safety challenges, the implementation of new procedures that lower risk and prevent accidents, and other changes demonstrating improvement in workplace safety. Our enterprise Safety Council and an award selection committee review entries throughout the year, and there is no limit to the number of submissions per location.

I am proud to recognize the following business units with the 2022 Federal Signal Workplace Hazard Reduction Awards:

- **Elgin Sweeper:** Rearranged gas cylinder storage to ensure all are secured in place
- **TBEI DuraClass:** Installed new storage racks in Saw Area to eliminate overhead lifting
- **TBEI Ox Bodies:** Installed machine guarding and safety walkways around a newly installed side rolling machine
- **Deist:** Installed Emergency Alarm System for plant evacuation and severe weather notifications
- **Vector:** Replaced foot-operated controls with pendent controls for the adjustable weld tables to eliminate the potential for accidental lowering of the tables onto a Welder's knee / foot

Congratulations to these locations for their outstanding work in recognizing and reducing potential safety hazards. By continuing to strive for hazard-free workplaces that promote healthy and injury-free employees, everyone benefits.

Furthermore, I am thrilled to present the 2022 Federal Signal President's Safety Award to FS Depot for their exceptional commitment to safety. Through their diligent safety programs, FS Depot significantly reduced their Total Case Incident Rate (TCIR) in 2022 compared to 2021, demonstrating a strong commitment to safety from their employees, supervision, and management.

Please join me in congratulating our colleagues on their meaningful strides towards safer workplaces!

Regards,  
Jennifer

*Jennifer Sherman*  
*Chief Executive Officer*

## 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.

## 2022 WORKPLACE HAZARD REDUCTION AWARDS

Maintaining a hazard-free workplace benefits everyone to stay healthy and injury-free. To recognize and share the purposeful safety improvements made to our workplaces, we announced the 2022 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.

## 2022 PRESIDENT'S SAFETY AWARD

The Federal Signal President's Safety Award recognizes the U.S. location with the most improved Total Case Incident Rate (TCIR) year-over-year. The 2022 President's Safety Award was presented to FS Depot. These outstanding results demonstrate the strong commitment and dedication to safety from our employees, supervisors, and management.

# 0

**In 2022, zero OSHA reportable deaths were recorded at Federal Signal businesses**



# Community Engagement

## TALENT ACQUISITION

We believe that building a diverse and inclusive workforce is essential, which is why we focus on developing sustainable, iterative processes to assess, recruit, and develop individuals from our surrounding communities. 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.



## VACTOR MANUFACTURING

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! As a result of the team's continued efforts, Vactor has filled 40 positions externally since the beginning of the year to our sales, service, and parts teams.



## ELGIN SWEEPER

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.



## OX BODIES

Visits local area high schools to speak with juniors and seniors to discuss work opportunities in manufacturing, and participates in STEM Day activities.



## GROUND FORCE WORDWIDE

Hosts tours for Clark Fork High School students to learn about a variety of different trades, as well as the training needed for a career at our manufacturing facility.

# Community Engagement

TO PROTECT, BUILD, AND STRENGTHEN OUR COMMUNITIES HAS LONG BEEN PART OF FEDERAL SIGNAL'S GUIDING CORE VALUES.

We believe supporting the local communities where our employees and customers live and work is not just critical, it is our responsibility. 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.

Joe Johnson Equipment (JJE) annually selects a charity that is of significance to a JJE employee as the year's Charity of Choice. Together, JJE rallies to raise funds through various events that are donated to the selected charity.

In the last three years alone, JJE has raised more than \$25,000 through their fundraising efforts for charities including Food Banks Canada, Hospice Simcoe, Ronald McDonald House Toronto, the Children's Wish Foundation of Canada, the David Busby Centre, Habitat for Humanity, and Big Brothers Big Sisters of Canada.



Ground Force Worldwide, located in Post Falls, Idaho, continued its partnership with local first responders in Kootenai County to support underprivileged children and families during the holidays. "Holidays and Heroes" is a secret shopper and meal box delivery program where police officers and firefighters volunteer their time to help disadvantaged children. When Ground Force first started contributing to the program five years ago, it was reaching approximately 70 children and their families. This year, with the combined efforts of Ground Force and Federal Signal, they were able to donate \$21,000 and reach over 170 families.

# Community Engagement



**SOCIAL RESPONSIBILITY IS A TOP PRIORITY – WE BELIEVE A HEALTHY BUSINESS BEGINS WITH HEALTHY COMMUNITIES.**

In December 2022, our corporate office and our Safety and Security Group businesses partnered with the Grundy, County, IL sheriff's department to host their annual "Shop with a Hero" holiday event.

The 125 children served at this event have experienced trauma during the past year, including cases of poverty, abuse, family member incarceration, and illness.

The initial toy drive for the event logged over 800 donations, which all went to participating children. Our volunteers also helped run the event, which included passing out food and drinks, distributing the toys, and guiding the children through the selection process. We also brought a demo car for the kids to explore, in addition to our \$2,000 donation.

## Corporate Matching

Our annual commitment to matching employee gifts through the 'Give Where You Live' program, established in 2018, is \$100,000.

Federal Signal facilities also take part in:

- Make-a-Wish Foundation
- American Red Cross Blood Drives
- St. Jude Children's Research Hospital
- Susan G. Komen Foundation
- United Way

# Diversity, Equity, & Inclusion

WE ARE COMMITTED TO BUILDING A CULTURE OF INCLUSION AND ADVANCING DIVERSITY IN OUR WORKFORCE.

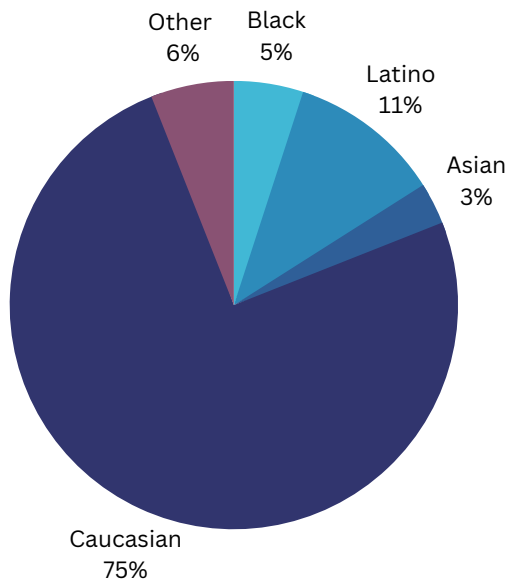
At Federal Signal, our commitment to diversity, equity, and inclusion is guided by our core values. Respect for all people is a top priority for the Company, and maintaining Federal Signal's competitive advantage is directly tied to our continued efforts to promote employee engagement and gain a better understanding of the customers and the communities who count on us.

Understanding the importance of attracting diverse talent, we promote a culture and environment where employees want to stay with Federal Signal and have development opportunities to grow their career with us. We recognize each person's unique identity, background, and experiences as part of an inclusive culture, where everyone feels empowered to do their best work because they feel accepted and respected.

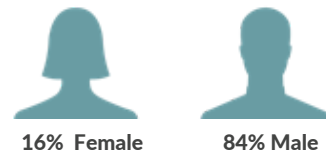


## 2022 WORKFORCE DEMOGRAPHICS

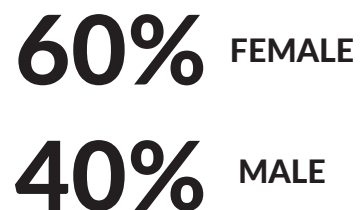
US Equal Employment Opportunity Commission Statistics



North American Workforce by Gender



Section 16 Officers by Gender



# Women in Welding

HEAR THE INCREDIBLE STORIES OF SOME OF FEDERAL SIGNAL'S MANY FEMALE WELDERS.

## MARKETA PETROVA - ELGIN SWEEPER

Marketa worked for ten years in the medical field, specializing in operating room assistance, before leaving the workforce to raise her two children. After her children left for college, Marketa searched for a job that would utilize her passion for hands-on skills and found it as a welder at Elgin Sweeper.

"What I love about Elgin is the opportunities to learn – I didn't know all that much about welding steel, but the people in my training group were so kind and encouraging. After five years, I consider Elgin my home. It is inspiring to come into work each day, knowing I am going to make something from raw materials. Whether it was my supervisor, upper management, or even my fellow colleagues, the culture at Elgin consistently encourages growth and learning."



## MAKEITHA FORTNEY - CRYSTEEL

When Makeitha started out as a temp at the Lake Crystal, Minnesota facility, she knew very little about welding. Federal Signal helped enroll her in Weld School, which gave her the tools she needed to master her craft.

"We have a culture of mentorship – when one of us struggles, the team is there to help. I'm proud to say that I've been promoted to welding the frames that our dump bodies sit on. Working with Federal Signal has pushed me to grow as an employee and as a woman. Five years ago, my future was unclear. Now, with a clear career path ahead of me, I am looking to buy my first house. I started from the bottom, and I plan to go to the top!"



## ANA PHIFER - TOWHAUL

Ana Phiher started welding during a shop class in high school and found passion in the act of taking raw materials and turning them into a complex finished product. After finishing trade school at Wyotech, she visited a Towhaul job fair and started almost immediately. After 5 years at Towhaul, Ana has become an advocate for female welders within her local community, teaching weld classes in Belgrade, Montana's community college and visiting high schools to encourage young females to consider welding as a profession.

"When I started working at Towhaul, it was first job in the field I had ever had, and being able to learn from welders who have been there for decades was invaluable. Towhaul has given me incredible opportunities to grow and learn, and I am so proud of my job. I cannot wait to see what the future holds."



# Governance & Ethics

THE BOARD IS ELECTED BY THE STOCKHOLDERS TO OVERSEE THEIR INTEREST IN THE OVERALL SUCCESS OF THE BUSINESS, ITS LONG-TERM FINANCIAL STRENGTH, AND 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 Chairman 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 Chairman to lead our Board in its fundamental role of providing advice to and oversight of management.

The independent Board members have also elected a Lead Independent Director who serves as principal liaison between the CEO and the independent directors, approves agendas for Board meetings, chairs meetings of the independent directors in executive sessions, and provides independent governance oversight of management. Our Board believes this is the appropriate leadership structure for our Company at this time and demonstrates our commitment to good corporate governance. The Board retains the authority to modify this leadership structure as and when appropriate to best address the Company's current circumstances and to advance the interests of all stockholders.



## 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, including two women. Additional information about our Corporate Governance policy and a description of our Board committees is available on the Corporate Governance page of our website.

## SUSTAINABILITY GOVERNANCE

Sustainability Governance falls under the purview of the Sustainability and Investor Relations team, which reports to the Chief Financial 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.

## BOARD OF DIRECTORS BY THE NUMBERS

Director  
Tenure

**9.1**

average  
director tenure  
in years

Gender  
Diversity

**29 %**

of our board  
members are  
female

Diversity

**43 %**

of our board  
members are  
considered  
diverse

Meeting  
Attendance

**100 %**

in 2022

Other Public  
Company Boards

**57 %**

of board members  
have positions  
on other public  
company boards

# Human Rights

**WE BELIEVE ALL PEOPLE AROUND THE WORLD SHOULD BE TREATED WITH DIGNITY, FAIRNESS, AND RESPECT.**

We are committed to respecting and upholding the internationally recognized human rights principles of the United Nation's Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. In every state and country where we operate, we uphold standards that meet or exceed those established by local, state, and national legal frameworks, and we expect our partners, suppliers, vendors, and contractors to do the same. Our policies on human rights, conflict minerals, and related issues are available on the Corporate Governance page of our website.

## EQUALITY AND NONDISCRIMINATION

We are committed to the principles of equality and nondiscrimination, recognizing that all persons are entitled to equal protection under the law without discrimination based on race, age, gender, disability, sexual orientation, nationality, or any other legally protected grounds.

## FREEDOM OF ASSOCIATION

We recognize the rights of workers to the freedom of association and collective bargaining, including the right to form and join organizations of their own choosing, including workers' and employers' organizations, in accordance with applicable laws.

## ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOR

We are opposed to, and strictly prohibit, any and all work that is exacted from any person under the threat of any penalty or for which the person has not agreed to in exchange for a fair wage. None of our operations, or those of our suppliers, pose any significant risk for incidents of forced or compulsory labor.



## UNION STATEMENTS

We respect the rights of our employees to bargain collectively in accordance with applicable labor laws. A number of our facilities employ workers represented by trade unions. As of December 31, 2022, approximately 10% of the Company's U.S. hourly workers were represented by unions. During the year ended December 31, 2022, the International Association of Machinists ("IAM") union was decertified at the Company's Rugby, North Dakota manufacturing facility. The decertification process was initiated and completed by the employees represented by the IAM union, which included approximately 73% of the employees at that facility.

The Company communicates regularly with its trade unions and employees, and believes that its labor relations with its employees are good, as evidenced by the decertification in 2022.

## THE EFFECTIVE ABOLITION OF CHILD LABOR

We are opposed to, and strictly prohibit, the economic exploitation of children, including any and all forms of labor that jeopardize their education and development. None of our operations, or those of our suppliers, poses any significant risk for incidents of child labor, or the exposure of young workers to hazardous work.

## ETHICS REPORTING

We have established a confidential reporting hotline, managed by the office of the General Counsel and Chief Compliance Officer, to be used by anyone with a good-faith belief that violations of our policies may have occurred in any of our facilities or those of our suppliers.



# Sustainability Promise

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.

## LAWS AND REGULATORY COMPLIANCE

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
- Equal Opportunity
- 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.

## CONFLICT MINERALS

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 which 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.



## SUPPLY CHAIN DUE DILIGENCE

We conduct a reasonable country of origin inquiry to determine the source and chain of custody of Conflict Minerals in the components and materials supplied to the Company that are contained in its products. Our due diligence measures are in reasonable conformity, in all material respects, with the internationally recognized due diligence framework in the Organisation for Economic Cooperation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and related supplements for each of the Conflict Minerals.



# Risk Management

Our Risk Management activities focus on managing risks and opportunities in a number of categories including:

- Macroeconomic trends
- Industry competition
- Regulatory and Legal environments
- Information security
- Talent acquisition & retention

Understanding the risks to our Company and preparing to mitigate them is an important part of Corporate Governance. While our Board of Directors has overall responsibility for the oversight of risk management, day-to-day risk management is the responsibility of the executive team.

Our executive team reviews our Company's risk profile through several different means and the mitigation of those risks is a team effort that spans the entire organization. Among other processes, the Company conducts an annual Enterprise Risk Management (ERM) assessment to identify, assess, manage, and monitor key risks we may encounter.

ERM is incorporated into our strategic planning process. Business unit teams identify top risks that could significantly impede the accomplishment of their strategies or materially affect performance. These key risks inform the development of action plans that form a critical component of our strategic plans. Action plans are also regularly reviewed for execution performance and the continuing relevance of the key risks they are intended to address.

Our Board, either as a whole or through its committees, regularly discusses with management: (i) our Company's major risk exposures; (ii) the potential impact of such exposures; and (iii) the steps we take to monitor, control, and mitigate such exposures. This analysis includes sustainability-related risks such as climate change impacts, environmental and governmental regulations, and other risks as they apply to our distribution channel, supply chain, succession planning, information technology threats, strategies relating to our facilities footprint, growth initiatives, and innovation. Many of these risks are described in our most recent Annual Report on Form 10-K and Quarterly Reports on Form 10-Q filed with the SEC.



# Cybersecurity & Privacy



Like many companies, we have observed a global increase in information technology (“IT”) security threats and more sophisticated cyber-attacks. Our business could be impacted by such disruptions, which in turn could pose a risk to the security of our systems and networks and the confidentiality, accessibility and integrity of information stored and transmitted on those systems and networks. We believe that a robust cybersecurity program is critical to proper risk mitigation and have adopted measures to address cyber-attacks and mitigate potential risks to our systems from these information technology-related disruptions.

Matters relating to our IT initiatives and risk management process are discussed at our IT council meetings, which are held quarterly. Members of our IT council include our Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Chief Compliance Officer, Chief Information Officer, Corporate Controller, Director of Internal Audit, Chief Information Security Officer, and several business unit/group management representatives.

The Chief Information Officer presents any significant IT matters to the Board of Directors. Such presentations are held at least annually, and more frequently if considered necessary. The most recent update was presented to the Board of Directors in December 2022, when an update on the progress made against several cyber-security initiatives was provided. Of our seven current directors, six are considered independent, and several have had prior responsibilities overseeing IT functions at various organizations.

Our management team is responsible for establishing and maintaining an adequate system of internal control over financial reporting, which includes controls over our key IT systems. As part of our annual assessment, controls around IT system access, program change, and security are evaluated for effectiveness. Based on the most recent assessment completed, both management and our Independent Registered Public Accounting Firm concluded that, as of December 31, 2022, our internal controls over financial reporting were effective.

Our management team places reliance on the work of our Internal Audit department in making its assessment of the effectiveness of internal controls. To provide for the independence of our Internal Audit department, its personnel report to our Director of Internal Audit, who reports functionally to the Audit Committee and administratively to the CFO.

Our Audit Committee currently comprises three, independent directors, each of whom are financial experts. Among the responsibilities listed in its Charter, the Audit Committee is responsible for reviewing and discussing with management and the independent auditor the adequacy of our internal controls, including information technology, cybersecurity and financial reporting controls.

As part of our cyber-security risk management process, we have implemented a variety of tools to assist employees in identifying potential threats and educating employees on information security best practices. We have established an information security training and compliance program and have also invested in software designed to identify potential threats. We have hired a dedicated cybersecurity lead to oversee these efforts.

Our cybersecurity program is designed to ensure the integrity of our information technology systems and prevent, identify, and react to cybersecurity threats. We engage third-party consultants with information security certifications to perform external penetration tests, taking actions to address any recommended improvements, where applicable, and have entered into an information security risk insurance policy with a reputable insurance provider.

In the last three years, we have not experienced any significant information security breaches, and net expenses from information security breaches, breach penalties, and settlements were insignificant relative to total revenue.

We also put a premium on safeguarding the data and privacy of our stakeholders, and our Privacy Policy informs users of our website and connected devices/services about what data is collected and how we use it. Under the “Choices” section of the policy, users are given options around how to control the data we collect, including opting out of marketing communications and instructions on how to disable cookies in their internet browser settings.



# Ethics Training & Compliance

## ETHICS TRAINING AND COMPLIANCE

To support our objective to operate with the highest principles and standards of ethical behavior, we have established many standard procedures and policies that are distributed and/or maintained on our internal networks. Additionally, employees, vendors, and non-U.S. distribution channel members are trained and periodically asked to certify compliance with these policies which include:

- Company Policy for Business Conduct (Employees)
- Policy for Business Conduct (Directors)
- Code of Ethics for CEO and Senior Financial Officers
- Supplier Code of Conduct
- Compliance Hotline
- Anti-Bribery Compliance Procedures
- Anti-Bribery Training
- Anti-Fraud Training

## OUR ANTI-BRIBERY PROGRAM

In order to strengthen our anti-bribery and anti-corruption efforts, we have developed a program with the primary objective of promoting a culture that encourages conduct compliant with anti-bribery laws. Under this program:

- The Chief Compliance Officer provides program sponsorship and oversight. The Company Policy for Business Conduct defines the rules of behavior.
- We have established standard policies and procedures that set expectations of our employees and establish controls against certain risks, such as improper payments to third parties.
- Employee anti-bribery training is conducted annually.
- FCPA compliance materials are sent to all international sales channel partners at least biennially.
- Employee hotlines and websites are available for internal / external party complaints.
- Our Internal Audit monitoring program includes annual testing for policy compliance.
- All compliance-related complaints are reported to the Board at each meeting.

## ENVIRONMENTAL COMPLIANCE OVERSIGHT COMMITTEE (ECOC)

Our ECOC is responsible for overseeing all enterprise wide environmental and sustainability matters. The ECOC was formed in 2020 at the direction of the Company's CEO, and reports at least annually to the Board of Directors.

## COMPLIANCE HOTLINE



FEDERAL SIGNAL CORPORATION maintains a confidential toll-free hotline that allows Company employees, shareholders and interested third parties to report on possible violations of laws, regulations, or Company policies. Reports may be made on an anonymous basis. The hotline is staffed 24 hours a day, every day. Possible violations may also be reported online.

Employees are encouraged first to report any issues to their local human resources department. Matters reported through the hotline are referred to the Company's Chief Compliance Officer, Diane Bonina, who will coordinate investigation and resolution.

### HOW TO MAKE A REPORT

Dial: 866-776-7015

[federalsignal.ethicspoint.com](https://federalsignal.ethicspoint.com)

If mailed, please mark your envelope "CONFIDENTIAL".

FEDERAL SIGNAL CORPORATION  
1415 W. 22ND STREET, SUITE 1100  
OAK BROOK, IL 60523

ATTENTION: DIANE BONINA, GENERAL COUNSEL AND CHIEF COMPLIANCE OFFICER



1.11.FS.2020S.ENGLES1

## COMPLIANCE HOTLINE

We have established an anonymous confidential reporting hotline that allows Company employees, shareholders, and interested third parties to report on possible violations of laws, regulations, or Company policies. The hotline is staffed 24/7 and reported matters are referred to our Chief Compliance Officer for investigation and resolution. The program is evaluated by our Internal Audit Department and reviewed annually by the Audit Committee.

# Stakeholder Engagement

Federal Signal approaches stakeholder engagement as a key part of our corporate strategy.

Our stakeholders include employees, customers, communities, industry partners, and stockholders. By engaging in an open and proactive dialogue, we are able to make better informed decisions that will have a profound impact on our success as a company.

Over the last few years, we have proactively adjusted many of our engagement processes with the use of technology, including hosting virtual meetings and attending virtual conferences. Customer engagement is a central aspect of our innovation process.

This process places discovery of customer needs at the beginning of any new product or solution development effort. New product development teams regularly spend significant amounts of time with customers on location, trying to thoroughly understand their job requirements and challenges before designing a new product or feature specification.

The objective of this extensive process is to introduce products that delight customers and that change the dimension of competition. Our business units regularly attend industry conferences and trade shows, and customers are frequent visitors to our manufacturing facilities.

Community and employee engagement activities are addressed thoroughly in separate sections of this report.

Stockholder engagement is a multi-pronged effort: Quarterly earnings calls, Form 10-Q filings, annual proxies, and Form 10-K filings all represent formal, SEC-required methods of investor engagement. We also interact with the stockholder community through our proactive investor outreach efforts.



## IN 2022, MEMBERS OF OUR EXECUTIVE TEAM:

- Attended 12 investor conferences
- Hosted three other investor events, including non-deal roadshows and trade show tours
- Held approximately 225 total discussions with stockholders and potential stockholders



# ESG Data Summary

WE ARE COMMITTED TO WORKING TOWARDS REDUCING OUR ENERGY AND WATER CONSUMPTION ACROSS ALL OF OUR FACILITIES AND OPERATIONS.

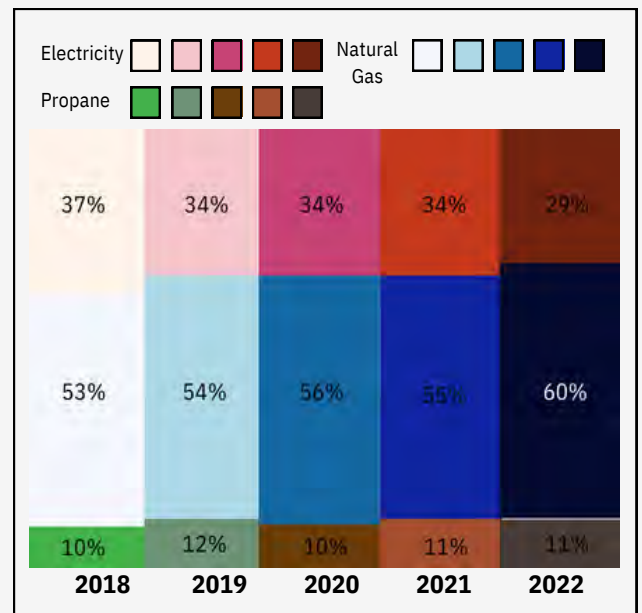
## ANNUAL RESOURCE CONSUMPTION TYPE

The table below details our absolute measurements for water, natural gas, propane, petrol, and electricity usage.

INDICATOR	Unit	2018	2019	2020	2021	2022
Natural Gas Usage	Therms	1,564,136	1,660,795	1,777,643	1,845,605	2,537,626
Propane Usage	Gallons	328,905	393,888	326,061	390,362	487,511
Petrol Usage	Liters	8,542	4,419	5,629	5,234	7,649
Electricity Usage	kWh	32,943,314	31,621,179	31,432,591	33,200,181	36,002,062
Total Energy Use	Gigajoules	313,166	324,243	324,873	351,919	446,937
Water Usage	Gallons	22,182,440	22,576,553	21,915,269	21,488,177	23,640,145

## ENERGY CONSUMPTION BY TYPE

The stacked bar chart below displays the relative mix of energy consumption for electricity, natural gas, and propane.



The metrics and data in this report include only consumption and revenue data for those businesses that were owned for the full calendar year.

Full-year financial and environmental data from 2018, 2019, 2020, 2021, and 2022 was analyzed for this report. If a business was acquired during a calendar year, that data was not included in this report.



Our 2022 Sustainability Report was developed referencing the GRI Standards framework set forth by the Global Reporting Initiative (GRI) as of December 31, 2022 (the GRI Universal Standards 2016). As we continuously improve and advance our Sustainability program in the coming years, it is our intention to publish future reports in accordance with GRI standards in effect at the end of that particular calendar year. The GRI is an independent, international organization that helps businesses and other organizations take responsibility by providing a global common language for impact reporting. The index below indicates which GRI disclosures are included in the report and where they are located. In addition, this report was produced following the Institutional Shareholder Services Inc. (ISS) Environmental and Social Disclosure QualityScore™ Framework.

## GENERAL DISCLOSURES (GRI 102, 2016)

Indicator	Brief Description	Location of Information
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	Federal Signal Corporation
102-2	Activities, brands, products and services	pages 11-15
102-3	Location of headquarters	Oak Brook, Illinois
102-4	Location of operations	page 10
102-5	Ownership and legal form	page 5
102-6	Markets served	pages 5, 11-15
102-7	Scale of the organization	pages 5, 10
102-8	Information on employees and other workers	pages 30-39
102-9	Supply chain	page 40
102-10	Significant changes to the organization and its supply chain	page 10; 2022 Form 10-K, pages 16-17
102-11	Precautionary principle or approach	pages 41-42
102-12	External initiatives	pages 33-35
102-13	Membership of associations	page 29
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	page 4
102-15	Key impacts, risks, and opportunities	page 4
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards and norms of behavior	pages 8-9
102-17	Mechanisms for advice and concerns about ethics	page 43
<b>GOVERNANCE</b>		
102-18	Governance structure	pages 38 herein, and included in the Company's 2023 definitive proxy statement, filed with the SEC on March 10, 2023 (2023 Proxy), page 2
102-19	Delegating authority	2023 Proxy, page 18
102-20	Executive-level responsibility for economic, environmental, and social topics	2023 Proxy, page 3
102-21	Consulting stakeholders on economic, environmental, and social topics	2023 Proxy, page 3
102-22	Composition of the highest governance body and its committees	2023 Proxy, page 18
102-23	Chair of the highest governance body	2023 Proxy, page 14
102-24	Nominating and selecting the highest governance body	2023 Proxy, pages 13-17
102-25	Conflicts of interest	2023 Proxy, page 18
102-26	Role of highest governance body in setting purpose, values, and strategy	2023 Proxy, page 18
102-27	Collective knowledge of highest governance body	2023 Proxy, page 18

102-28	Evaluating the highest governance body's performance	2023 Proxy, page 18
102-29	Identifying and managing economic, environmental, and social impacts	2023 Proxy, page 19
102-30	Effectiveness of risk management processes	2023 Proxy, page 18
102-31	Review of economic, environmental, and social topics	2023 Proxy, page 19
102-33	Communicating critical concerns	2023 Proxy, page 19
102-35	Remuneration policies	2023 Proxy, pages 29-37
102-36	Process for determining remuneration	2023 Proxy, pages 29-37
102-37	Stakeholders' involvement in remuneration	2023 Proxy
102-38	Annual total compensation ratio	2023 Proxy, page 42
102-39	Percentage increase in annual total compensation ratio	2023 Proxy, page 42

## STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	page 44
102-41	Collective bargaining agreements	2022 Form 10-K, page 4
102-42	Identifying and selecting stakeholders	page 44
102-43	Approach to stakeholder engagement	page 44
102-44	Key topics and concerns raised	2022 Form 10-K, pages 74-75

## REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements	2022 Form 10-K, page 74
102-46	Defining report content and topic boundaries	pages 3, 8
102-47	List of material topics	page 2
102-48	Restatements of information	page 3
102-49	Changes in reporting	None
102-50	Reporting period	page 3
102-51	Date of most recent report	June 2023
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	This report references the GRI Standards, but has not been prepared to a specific GRI in-accordance level. The specific GRI standards and their publication dates are noted in the subheadings of the Indicator and Brief Description Columns
102-55	GRI content index	pages 45-48

## TOPIC-SPECIFIC DISCLOSURES

Indicator	Brief Description	Location of Information
<b>MANAGEMENT APPROACH (GRI 103, 2016)</b>		
103-1	Explanation of the material topic and its Boundary	page 3
103-2	The management approach and its components	throughout the report
103-3	Evaluation of the management approach	throughout the report
<b>ENVIRONMENTAL (GRI 300, 2016)</b>		
<b>ENERGY (GRI 302, 2016)</b>		
302-1	Energy consumption within the organization	pages 24, 45
302-3	Energy intensity	pages 24, 45
302-4	Reduction of energy consumption	pages 24-25, 45
302-5	Reductions in energy requirements of products and services	pages 22-24

<b>WATER</b> (GRI 303, 2016)		
303-1	Interactions with water as a shared resource	pages 24-26, 46
303-3	Water withdrawal	pages 24-26, 46
303-5	Water consumption	pages 24-26, 46
<b>EMISSIONS</b> (GRI 305, 2016)		
305-1	Direct (Scope 1) GHG emissions	pages 24-25, 45
305-4	GHG emissions intensity	pages 24-25, 45
305-5	Reduction of GHG emissions	pages 24-25, 45
<b>EFFLUENTS AND WASTE</b> (GRI 306, 2016)		
306-2	Management of significant waste-related impacts	pages 24, 26
306-4	Waste diverted from disposal	pages 24, 26
<b>ENVIRONMENTAL COMPLIANCE</b> (GRI 307, 2016)		
307-1	Non-compliance with environmental laws and regulations	page 26
<b>SOCIAL</b>		
<b>EMPLOYMENT</b> (GRI 401, 2016)		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 31
<b>OCCUPATIONAL HEALTH AND SAFETY</b> (GRI 403, 2016)		
403-1	Occupational health and safety management system	page 32
403-2	Hazard identification, risk assessment, and incident investigation	page 32
403-4	Worker participation, consultation, and communication on occupational health and safety	page 32
403-5	Worker training on occupational health and safety	page 32
403-6	Promotion of worker health	pages 31-32
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	page 32
<b>TRAINING AND EDUCATION</b> (GRI 404, 2016)		
404-2	Programs for upgrading employee skills and transition assistance programs	page 30
<b>DIVERSITY AND EQUAL OPPORTUNITY</b> (GRI 405, 2016)		
405-1	Diversity of governance bodies and employees	pages 36-38
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b> (GRI 407, 2016)		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	none, page 39
<b>CHILD LABOR</b> (GRI 408, 2016)		
408-1	Operations and suppliers at significant risk for incidents of child labor	none, page 39
<b>FORCED OR COMPULSORY LABOR</b> (GRI 409, 2016)		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	none, page 39
<b>HUMAN RIGHTS ASSESSMENT</b> (GRI 412, 2016)		
412-1	Operations that have been subject to human rights reviews or impact assessments	none
<b>LOCAL COMMUNITIES</b> (GRI 413, 2016)		
413-1	Operations with local community engagement, impact assessments, and development programs	pages 30, 33-35
413-2	Operations with significant actual and potential negative impacts on local communities	none
<b>PUBLIC POLICY</b> (GRI 415, 2016)		
415-1	Political Contributions	none
<b>CUSTOMER PRIVACY</b> (GRI 418, 2016)		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	none





**FEDERAL SIGNAL**

*Moves. Cleans. Protects.*

[federalsignal.com](https://federalsignal.com)



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VP, General Counsel and Secretary, and  
Chief Compliance Officer  
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[HR@federalsignal.com](mailto:HR@federalsignal.com)