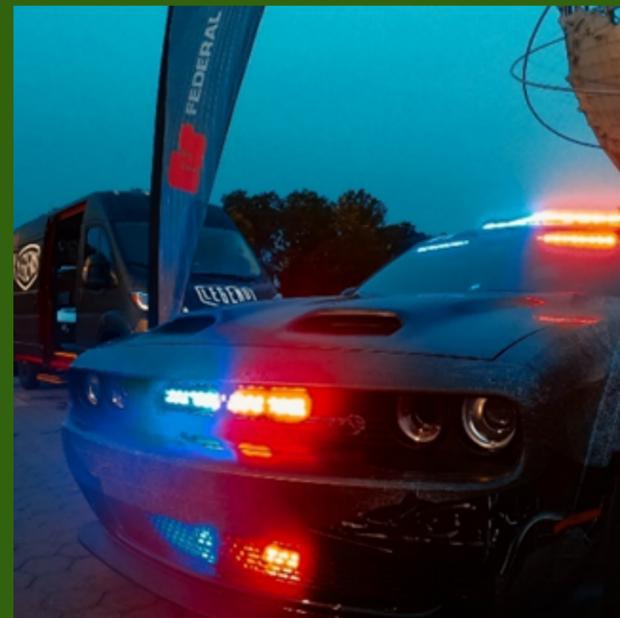


# 2024 Sustainability Report



# Report at a Glance

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This is our fifth 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.

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, 2023, unless otherwise indicated. Certain metrics also include references to our performance in 2018, 2019, 2020, 2021 and 2022. 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.



# A Message from our CEO

As a leading manufacturer of specialty infrastructure maintenance and hauling vehicles and safety products, we have the duty to act responsibly – to run our business sustainably, and with a long-term, evidence-based perspective on environmental, social, and corporate governance issues, and make a positive difference for our employees, customers, dealers, and other stakeholders. In our fifth annual Sustainability Report, we highlight the ways in which we make a difference to our customers, our communities, and our environment. We are continuing to make progress.

At Federal Signal, our people are our most valuable resource, and we care about their well-being and growth. We provide them with health and safety programs and career opportunities, and we offer attractive benefit packages. We do not tolerate or accept any form of discrimination in our organization.

Vehicle electrification remains a focus for the Company, with new efforts to adopt the technology in our multi-purpose maintenance vehicles and road-stripping products, expanding its footprint in businesses with an earlier start on electrification. We continue to invest in this area, maintaining significant R&D spend.

Measurable progress is key as we work to shrink our carbon footprint, both within our facilities and through the products we manufacture. We have incorporated ESG goals into our annual management incentive programs in order to drive the performance we seek. We have increased the cadence with which we monitor our utility consumption from yearly to monthly in order to pinpoint where, how, and when the contributions to our footprint are greatest.

We are thrilled to announce that we have achieved the goals we set in 2018 for water, electricity, and greenhouse gas intensity reductions. This achievement is a testament to the dedication and hard work of our entire team. Though we are pleased with the progress we have made to date, we believe we can continue to improve. Building on our success, we are excited to announce our new goals to realize further improvement by 2030.

Federal Signal has been innovating for over 120 years to tackle the challenges of our customers, and today is no different. We know that investing in our people, using clean technology in our products, and following the highest ethical standards benefits us and the world. We are committed to upholding our reputation as a sustainable and desirable employer, business partner, and investment option for our stockholders.

Regards,

# Who We Are

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

We are a leading global designer, manufacturer, and supplier of products and total solutions that serve municipal, governmental, industrial, and commercial customers. Our product portfolio includes (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 maintenance vehicles, 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.



# Our 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.



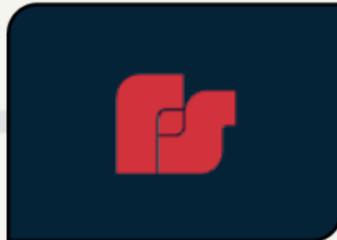
2019 - Vactor introduces TRUVAC, a brand of premium vacuum excavator trucks satisfying safe-digging requirements for locating and verifying underground utility lines and pipes.



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.



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.



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



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



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.



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



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



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 maintenance vehicles, with applications in snow removal, mowing, asphalt repair, leaf loading, sweeping, and hauling.

## Mission & Vision

As an organization, we are relentless in our commitment to our customers to build and deliver equipment of unmatched quality that moves material, cleans infrastructure, and protects the communities where we live and work. Federal Signal's equipment keeps society moving, which means we have a duty to help solve the trickiest problems of the future in a sustainable and ethical manner. With every product we manufacture and every service we provide, we remain steadfast in our commitment to always do what is right. This commitment is shared throughout our organization, from our leadership to our people – and the 4,500 individuals who work each day to make this vision a reality.

### Intellectual Curiosity

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

### Focus

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

### Passion

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

### Adaptability

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

### Clarity

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

### Judgment

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

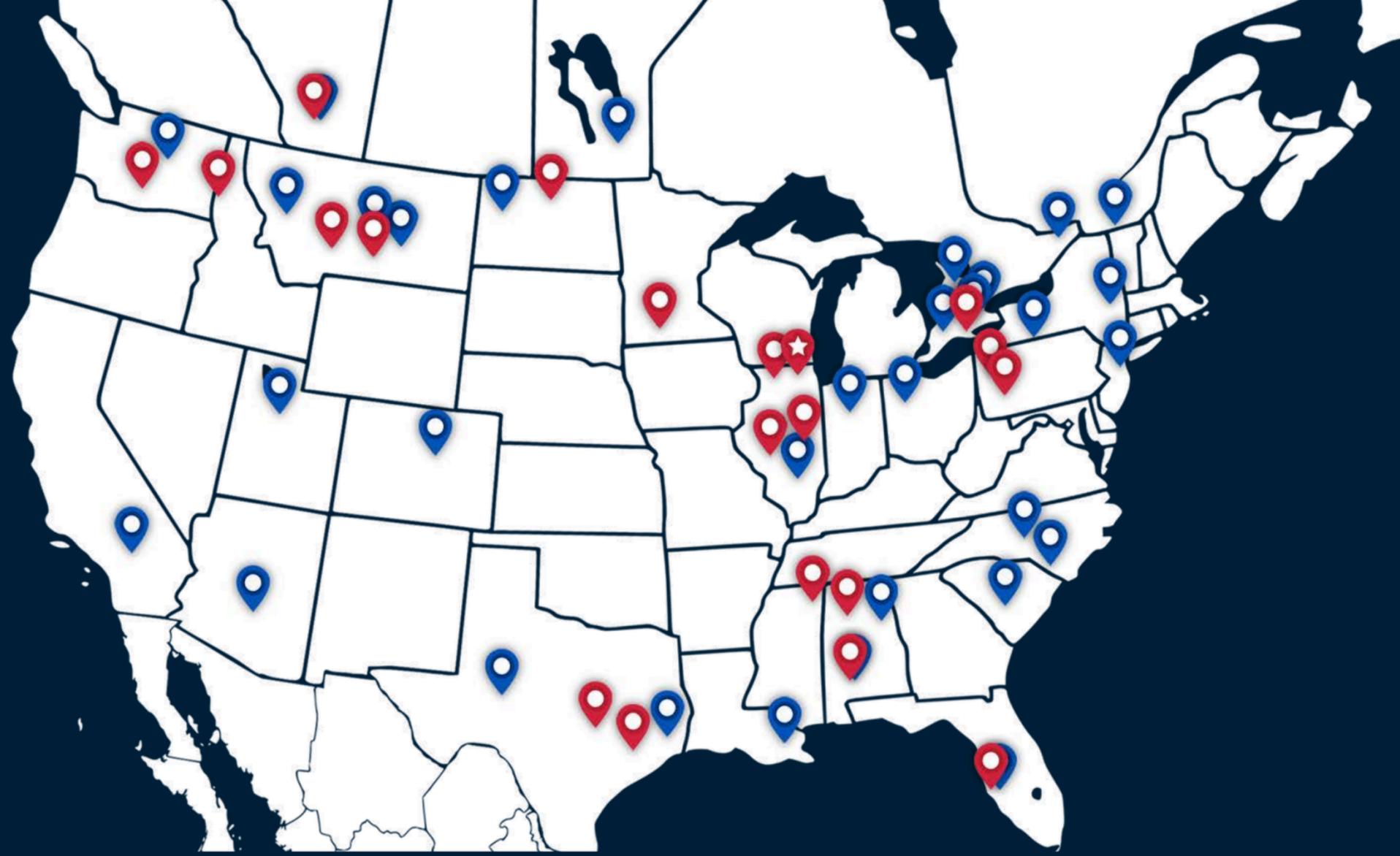
### Optimism

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

# Our Mission, Vision, & Values



# Our Locations



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

**35** service center/customer support locations

**~4,500** employees

## NORTH AMERICA



- Corporate Headquarters  
Downers Grove, 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

## AFRICA

- Gauteng, South Africa

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

\*Location and employee data as of June 2024



# Our Brands



# A Suite of Products to Keep the World Running

Whether it's a first responder racing to the scene of an emergency, a dump truck carrying material for the construction of a new road or building, a street sweeper cleaning public spaces, or a vacuum excavator helping to replace a gas main, our products help to move materials, clean and maintain infrastructure, and protect the communities where we work and live.

Our products help make work more efficient and life safer. And while you may not see them at work, many of them are there in the background, keeping the modern world running.

Our public safety products provide emergency warnings and communications for first responders, industrial and government facilities, and the general public.

Our materials hauling solutions help contractors, landscapers, and waste management groups move bulky loads safely, simply, and economically.

Our infrastructure maintenance equipment helps keep roads orderly, install and maintain a broad range of buried infrastructure, and keep industrial processes operating smoothly.

On pages 10-18 of this report, we highlight a number of ways in which our products are used in different applications that help our customers improve their overall environmental handprint.



# Application Focus: Geofencing

Sewer cleaning is a nondestructive method of maintaining buried water infrastructure and is considered a best practice for maintaining public health and local watershed quality. In many parts of the US and Canada, though, sewer systems can be many decades old, with piping that is more fragile than newer or more modern piping materials.

A Vactor municipal customer recently adopted “Geofencing” in its sewer cleaning operations, using it to reduce the risk of damaging the city’s old sewer infrastructure during routine maintenance operations. Geofencing allows our customers to automatically limit the maximum pressure that a sewer cleaning system applies to the sewer, with the maximum pressure determined by the truck’s location.

Reducing the risk of damaging sewer infrastructure allows customers to get more out of their maintenance and repair budgets, and allows sewer systems – which are a key element of a city’s water management system – to operate effectively.



# Application Focus: Microtrenching

In response to skyrocketing demand for connectivity and the recognition of the importance of the internet to nearly every aspect of life, the US Federal Government announced in 2023 an initiative to connect everyone in America with affordable, reliable, high-speed internet. The highest-bandwidth, most cost-effective way to deliver internet to most communities is fiber-optic cable, routed along traditional municipal rights-of-way using microtrenching techniques.

In 2023, we undertook an activity to understand the un- and under-met needs of microtrenching and to discover the role that the vacuum conveyance systems in our Guzzler and Truvac products could play in accelerating the adoption of microtrenching. Using a vacuum loader to remove debris from an excavated slot trench, we discovered that we could greatly reduce the cost and time of fiber-optic installation beneath roads, accelerating the spread of connectivity to businesses and residences alike.

Microtrenching also delivers safety benefits to equipment operators, with trenches so narrow that they don't present a hazard to operators, bystanders, or vehicle traffic.



# Application Focus: Electrified Products

We continue to see the adoption of electrified products as key to the sustainability goals of our customers and communities. Our growing portfolio of electric products is helping customers to lower their carbon footprint while maintaining the highest standards of functionality, safety, and maintainability.

2023 saw our full-size, 100% electric Broom Bear mechanical sweeper join our lineup of other electrified trucks, including the plug-in, hybrid electric Broom Bear and Pelican sweepers. Electrification efforts continued at our other businesses, as well. We have released EV-compatible versions of our Rugby and Switch-N-Go dump truck bodies, and we have begun electrification efforts in several other truck businesses: MRL, Trackless, and Vactor all have active electrification programs under way.

The electrification of consumer vehicles is a difficult task; the electrification of specialty vehicles is an even bigger one. Our trucks are designed to do a job – which means they use large amounts of energy, and at high power levels. Engineering a vehicle to store and use large amounts of electrical energy while remaining safe and legal to operate requires a commitment and skillset that few organizations possess. We are proud to be undertaking this challenge.



# Application Focus: Dump Truck Body Lightweighting

Our customers prize the functionality that our dump truck bodies bring them, but the mass of the dump truck body is not what they are paid to transport – so weight reductions in our products benefit our customers by helping them carry more payload, safely and legally. And considering that every other trip a dump truck makes, the body is empty, weight reduction offers outsized improvements to fuel consumption, chassis wear, and vehicle safety when the truck is deadheading.

Reducing the empty weight of a metal container without compromising its strength and reliability is not easy, but we've managed to make significant progress: Ox Bodies has reduced the weight of the Stampede body by 600 lb, OSW reduced the weight of the Side Dump Trailer by 1760 lb, and Rugby developed an aluminum version of their 18' dumping platform, weighing more than 1500 lb less than the equivalent steel product.

Weight reduction also offers safety improvements: by reducing the weight on the truck, an empty dump truck is easier to control – and if a collision should occur, lighter weight leads to less risk of damage and injury.



# Application Focus: “Smart” Vehicle Readiness at MRL

Autonomous vehicles (AV) and automated driver assistance systems (ADAS), are already reshaping the experience of driving a consumer vehicle. These systems provide automated steering, speed control, and braking to make driving safer, easier, and more convenient.

Both ADAS and fully-autonomous vehicles are masterpieces of engineering, but their function relies on the presence of another, humbler technology to function properly: clearly marked roads. Without a clear indication of where they are intended to drive, most automated vehicle systems may not function as intended and would revert control to a human operator.

AVs require road markings that are distinctly different than legacy markings: materials and dimensions need to be modified to make roads as safe as possible for automated vehicles. Recognizing the important role they play in ensuring that our roads are AV/ADAS-compatible, Mark Rite Lines Equipment (“MRL”) has been actively engaged with autonomy standards-setting organizations around the world. At MRL, the future of roads has already arrived.



# Application Focus: Warning Systems

As the incidence of drought, flood, wildfires and extreme weather increases, the need for outdoor warning sirens is increasing. But while outdoor warning sirens' reason for being is to alert the public when danger is present over large areas, it is often exactly when the grid isn't functioning that warning sirens are most needed.

Our warning systems group offers outdoor warning sirens that are equipped with solar power and battery energy storage. Solar panels can be utilized as a secondary charging source for situations when power could be out for long periods, or as primary sources in locations where grid power is simply unavailable.

Because fires can easily be started by energized transmission and distribution lines in wildfire-prone geographies, electricity utilities commonly cut power to those lines as preventive measures. In such cases, solar power is not just a useful backup power system for outdoor warning sirens but critically important to their operation.



# Application Focus: Safe Digging

As weather in North America intensifies, buried utilities are increasingly seen as a safer and more reliable alternative to above-ground utility structures – driving greenfield infrastructure to be built underground. At the same time, “the electrification of everything” from industry to consumer vehicles is driving the upgrade and replacement of electrical infrastructure that is already below the surface.

Mechanical excavation works well when there is nothing already under the ground. But when buried utilities or other structures are present, mechanical excavation can be a dangerous tool to use – proved out by the approximately 200,000 times per year that a mechanical excavator strikes a buried utility.

Our TRUVAC “safe-digging” line of vacuum excavation trucks and trailers provides a safer and more efficient alternative to traditional digging methods in the presence of underground infrastructure.

Increasingly accepted as a standard practice in the utility industry, vacuum excavation significantly mitigates risk and reduces the chances of damaging underground infrastructure. The method 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.



# Application Focus: Street Sweeping

Elgin Sweeper has been a pioneer in street sweeping technology for more than 100 years, and we continue to offer innovative products that decrease water pollution, maintain the safety of our roads, and keep our cities clean.

Our range of products has grown over time, incorporating new technologies and design philosophies that increase our sweepers' performance and enhance their comfort, ease of operation and maintainability. Our sweepers use water judiciously, or not at all. They can be fueled by diesel or natural gas. Our newest models are electrified, available with hybrid propulsion or 100% battery-powered.

The U.S. Environmental Protection Agency (EPA) has long identified street sweeping as a best management practice to protect watersheds from polluted stormwater runoff. By clearing away debris and sediment from the streets, Elgin street sweepers help to stop harmful toxins and materials from polluting our environment and prevent backups and flooding that can cause property damage and spread disease. Clean and well-functioning sanitary and storm sewers are essential for the health and safety of our communities, and street sweeping contributes significantly to this goal.



# Application Focus: Mineral & Metal Extraction

The extraction of metals and minerals is a vital sector for the electric vehicle and electronics industries, as it provides the raw materials needed to produce batteries, circuits, and other components. Without this extraction, there would be no lithium, cobalt, nickel, copper, or rare earth metals that are essential for these technologies.

Heavy-duty trucks extract ore, transport it to processing plants or dumping areas, and deal with byproducts of the extraction process. They are designed to handle rough terrain, heavy loads, and extreme weather conditions. These trucks increase productivity and efficiency in mineral extraction.

Ground Force Worldwide and TowHaul's products support the equipment used in the extraction of critical minerals. Most haul trucks, dozers, graders, loaders, or shovels sold to a mine or quarry are supported by one or more Ground Force Worldwide trucks or TowHaul trailers.

The importance of electronics to every aspect of modern life cannot be understated, nor can the importance of the challenge to electrify everything that can be electrified. Ground Force products play an integral role in both.

Our company has been around for a long time, and we hope to be around for a long time more – so we regard the sustainability of our planet, our communities, and our business practices with the utmost seriousness. This commitment is shared throughout our organization, from our leadership to our people – the over 4,500 individuals who work each day to make this vision a reality.

# Sustainability Highlights

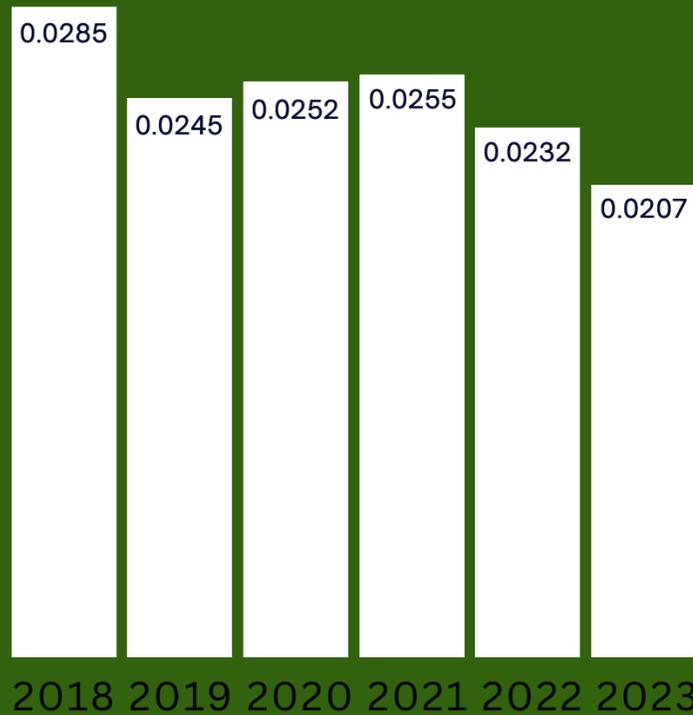
- We have installed a new fire suppression system at our Safety and Security Systems Group facility in University Park, IL. This state-of-the-art system enhances safety while reducing environmental impact through efficient water usage and minimizing potential fire hazards.
- A new, energy-efficient roof has been installed at our dump truck body manufacturing facility in Tishomingo, MS. This upgrade not only improves the facility's energy efficiency by reducing heating and cooling demands but also demonstrates our commitment to maintaining sustainable infrastructure.
- We have equipped several of our facilities with advanced laser technology. These lasers improve manufacturing precision, reduce material waste, and enhance the overall sustainability of our production processes.
- In a remarkable demonstration of our commitment to community service, a Vactor sewer cleaner was used to rescue an individual trapped in a grain elevator.
- 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 2023, we expanded our product electrification offerings, by developing dump truck 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 in 2020, we have added or expanded water reuse/recycling capabilities at several of our other 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.
- We are conducting energy consumption assessments and adopting energy efficiency measures across our manufacturing footprint.
- We are working with local utility providers to implement best practices and capture energy reduction incentives.

# Energy Performance - Consistent Improvement

## ELECTRICITY

in kWh per Dollar Revenue

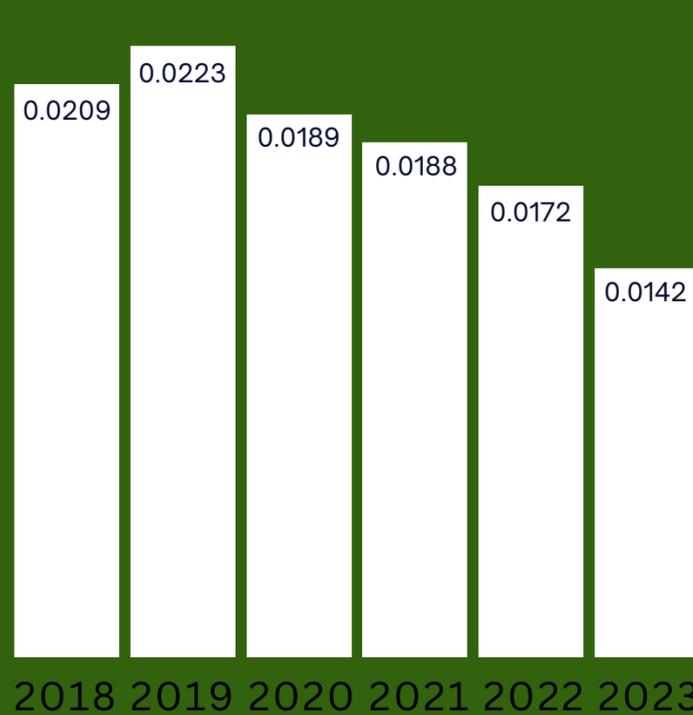
27% reduction over 2018



## WATER

in kWh per Dollar Revenue

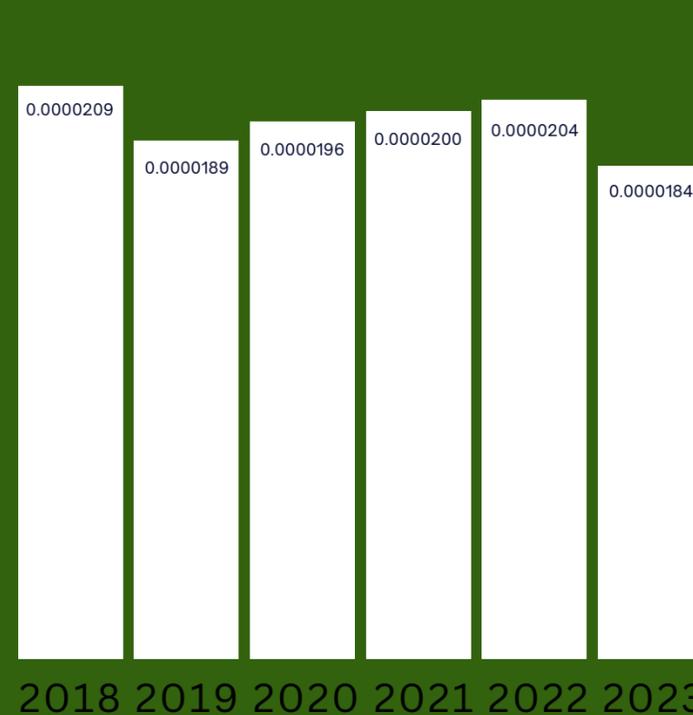
32% reduction over 2018



## GREENHOUSE GAS EMISSIONS

in total tons CO2e per Dollar Revenue

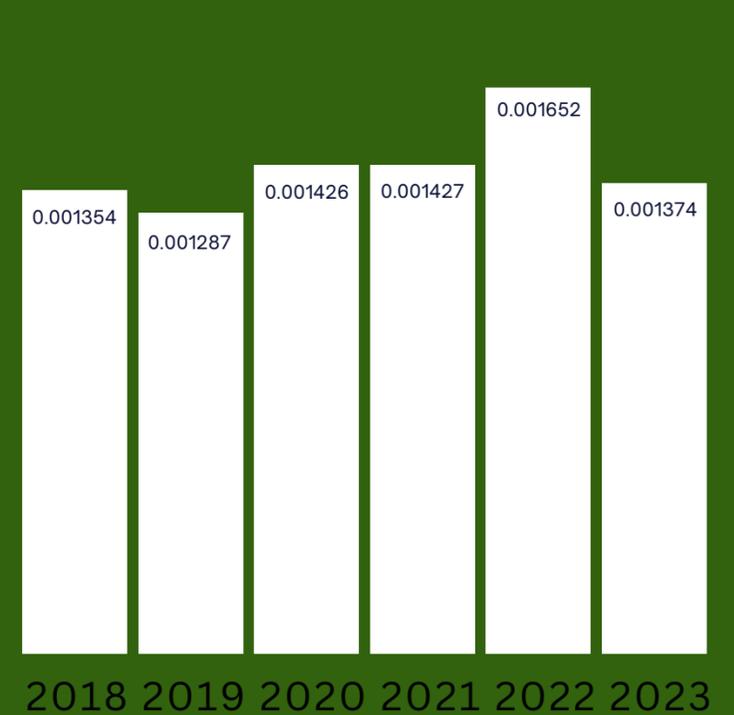
14% reduction over 2018



## NATURAL GAS

in Therms per Dollar Revenue

2% increase over 2018



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). We are proud to announce that, as of 2023, we have achieved this goal in water, electricity, and GHG consumption levels. We remain committed to our stated goals for natural gas consumption intensities, and believe recent facility upgrades and investments will contribute to achieving those goals.

**In recognition of this significant reduction achievement, Federal Signal is announcing new reduction goals, stated on the next page.**

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.

Above, 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.

# Updated Energy Consumption Goals

## By 2030, we aim to:



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



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



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



Reduce our CO2 production (total Tons COe Emitted per Dollar Revenue) intensity by 10%\*

\*Compared to 2022 intensity





# Facility Environmental Highlights

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

## **ENVIRONMENTAL COMPLIANCE**

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

We tie efficiency improvements to management incentives, and we help our people to identify opportunities for improvement through monthly tracking of each facility's utility consumption.

## **OUR SUPPLIERS**

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



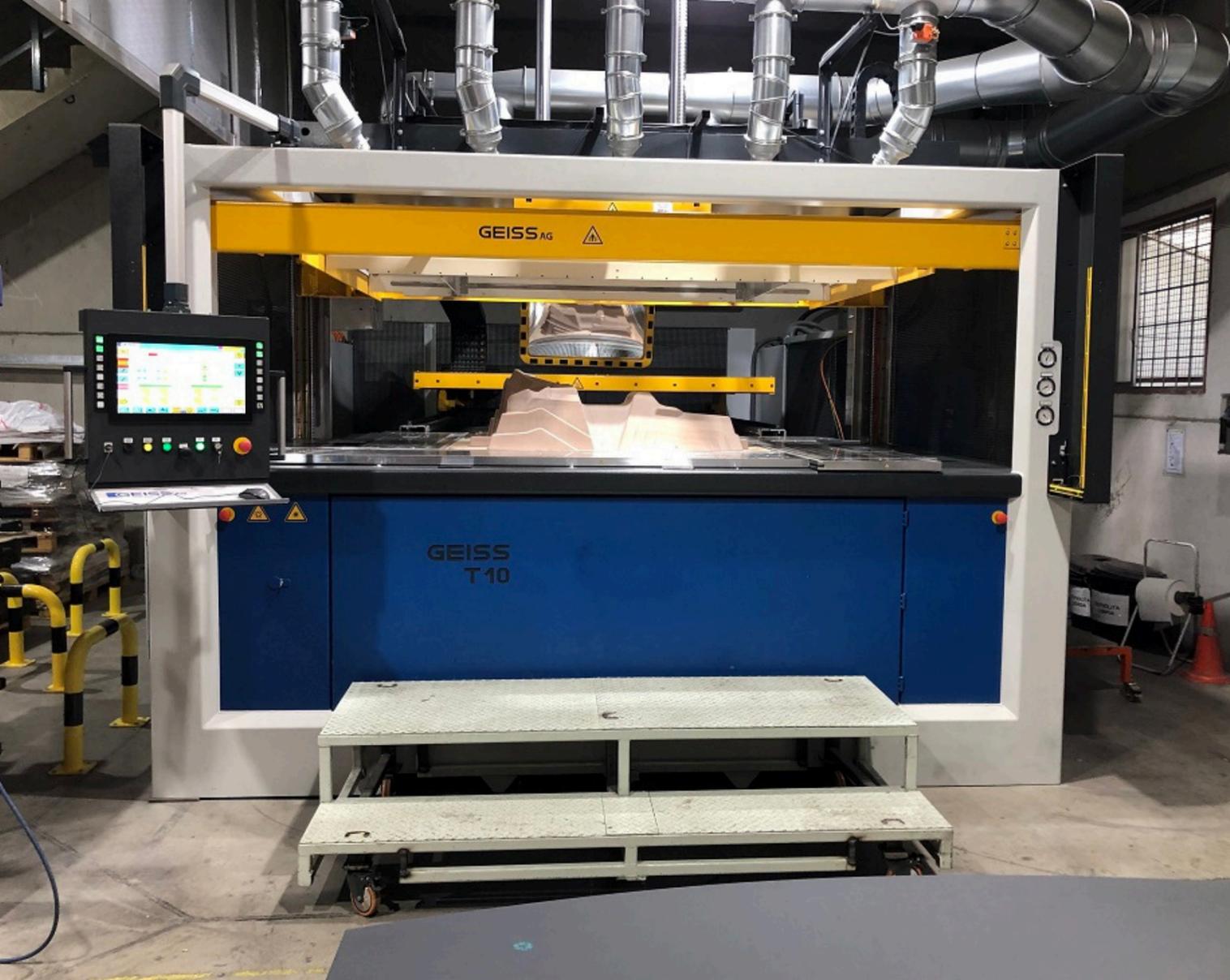
# Facility Environmental Highlights - Jetstream

Our Jetstream business makes ultra-high-pressure water pumps and jetting systems, so water consumption is an inherent part of their products' operation. As a result, Jetstream uses the most water of any of our facilities. The majority of Jetstream's onsite water consumption is associated with new product development and product quality control.

When a fluid is compressed, its temperature increases – and water is no exception. Jetstream's pumps operate at pressures upwards of 40,000 psi, and the water ejected from a pump is so hot that immediately re-ingesting that water into a pump could damage it. Jetstream historically used a set of cooling towers and a small retention pond to cool and capture water used for research and development purposes, but the limited capacity of the system meant that a significant amount of water was still needed to be drawn from local supplies in order to not constrain operations.

In 2023, Jetstream leadership found a way to reduce the site's overall water consumption without inhibiting new product development – by enhancing a set of onsite terrain features to expand their water cooling and collection capabilities.

Jetstream's efforts paid off: between 2020 and 2023, Jetstream's net water consumption fell by over 60%.



# Facility Environmental Highlights - VAMA

In 2020, our Vama Public Safety business in Barcelona, Spain initiated a packaging waste reduction study, characterizing the volume and materials associated with shipping and storing its products.

Actions informed by Vama's study helped it to increase the percentage of overall waste recovered through recycling from 87% by weight to 94% by weight. Packaging waste contaminated with hazardous substances, already a small value, was reduced from 0.075% down to 0.057%.

The use of recycled cardboard packaging increased by over 50% between 2021 and 2023. Vama also converted its lightbar packaging method from nonrecyclable, molded polyurethane, to fully-recyclable crumpled-paper wrapping.

During the same period, Vama made a major change to its plastic parts production process, converting always-on ceramic heaters to on-demand quartz heaters. The change reduced electricity consumption at Vama's plastics-forming facility by 26%.



# Our People

Federal Signal is dedicated to investing in its most valuable asset – its people. Our capability to provide top-quality and cutting-edge products and solutions to customers hinges on the skill, expertise, and dedication of our worldwide team of more than 4,500 employees. Prioritizing the well-being and safety of employees, promoting career growth, and offering appealing benefits isn't just the right thing to do - it's what our people deserve.

## EMPLOYEE ENGAGEMENT



Our ability to deliver the industry's highest quality and most innovative products and solutions for our customers is only achievable through the talent, knowledge, and commitment of our global team of over 4,500 employees. We take pride in the work that we do, and we strive to empower and support our people when we prioritize their health and safety, career development, and offer attractive benefit packages.

## TUITION ASSISTANCE



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

## TRAINING & DEVELOPMENT

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

## SCHOOL OF WELD

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

## FEDERAL SIGNAL UNIVERSITY



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

# Employee Benefits

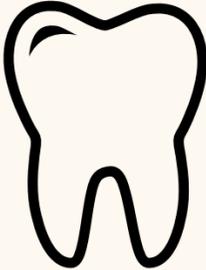
Federal Signal has a deep commitment to employee well-being through a comprehensive and competitive benefits program. By offering a range of benefits that support the physical, mental, and financial health of our employees, we demonstrate our dedication to fostering a positive and sustainable work environment.



MEDICAL AND PRESCRIPTION DRUG PLANS



DENTAL PLANS



FLEXIBLE SPENDING ACCOUNTS FOR HEALTHCARE AND DEPENDENT CARE HSA



SHORT/LONG-TERM DISABILITY



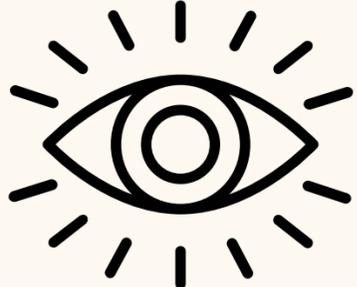
EMPLOYEE ASSISTANCE PROGRAM



EMPLOYEE WELLNESS PLANS



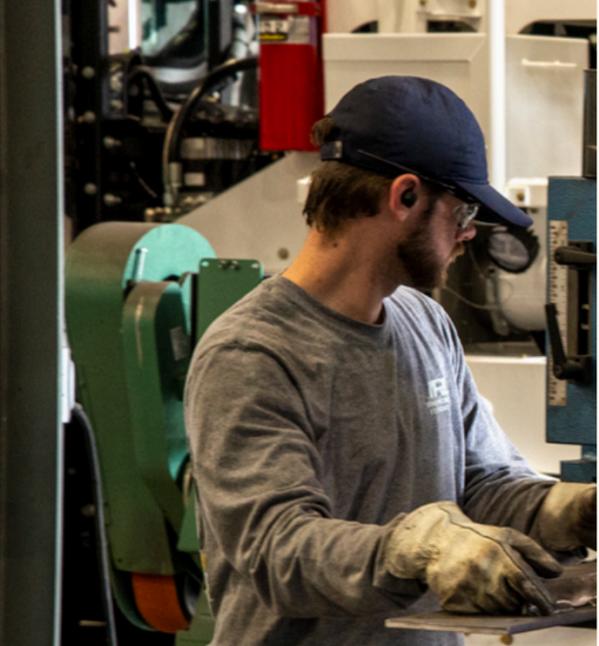
VISION PLANS



EMPLOYER-PAID LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE



RETIREMENT SAVINGS PLAN WITH COMPANY MATCH



# Community Engagement

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



*The employees of Vactor Manufacturing braved 20 degree temperatures to make the Polar Plunge for Make-A-Wish, collecting \$7,160 from colleagues.*

*Ground Force Worldwide supported the local Holidays and Heroes event, raising over \$10,000 for underprivileged children in the Coeur d'Alene, ID area.*



# Community Engagement

## TALENT ACQUISITION

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

2023 summer high school welding program



## VACTOR MANUFACTURING

Vactor works extensively with the local community to build awareness around opportunities and partners with local resources including high schools and colleges on career fairs, open shop nights, scholarship programs, weld and fabricator programs, and even high school "signing days" where students can "declare" they are joining the Vactor Team! As a result of the team's continued efforts, Vactor has filled 40 positions externally since the beginning of the year on our sales, service, and parts teams.

## ELGIN SWEEPER WELDING FEEDER PROGRAM

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

*Guzzler Manufacturing, extended an offer to Mt. Laurel Elementary school of Birmingham, AL for their students to explore a Guzzler truck as a part of their career week. We would like to extend our gratitude to the Knightingales!*

*In 2023, JJE was delighted to donate \$10,000.00 to support KidSport, whose mission is to ensure that all kids can participate in sports. Participation in sports allows kids to make lasting friendships and provides a sense of community.*



# Feature in Leadership: Lisa Baran, VP Human Resources

At Federal Signal, we take pride in fostering a culture of community engagement at all levels of our organization. This year, we are thrilled to celebrate Lisa Baran, our Vice President of Human Resources, for being honored with the Volunteer of the Year Award by the Elgin Area Chamber of Commerce.

Lisa has been instrumental in bridging the gap between Elgin Sweeper Company and local schools, passionately advocating for skilled trades. Her efforts not only promote valuable career opportunities for students but also ensure a steady pipeline of talent for our business. By connecting students with stable jobs, attractive compensation and benefits packages, and career advancement opportunities, Lisa's work exemplifies our commitment to community development and economic empowerment.

Lisa's volunteerism reflects the core values of Federal Signal, where leadership is not just about driving business success, but also about making meaningful contributions to the communities we serve.



# Switch-N-Go: Empowering Uniquely Abled Individuals

Switch-N-Go exemplifies its commitment to local communities through its collaboration with the Uniquely Abled Project. This initiative focuses on empowering high-functioning autistic adults by providing them with essential employment skills.

Through tailored training programs and hands-on experiences, Switch-N-Go helps these individuals harness their unique talents and integrate into the workforce. This partnership not only enriches the lives of participants but also brings unique perspectives and skills to our organization, fostering innovation.

Switch-N-Go's dedication to the Uniquely Abled Project highlights our broader mission to support and uplift our communities, reinforcing our belief that every individual has the potential to contribute meaningfully to society and the workplace.





ENVIRONMENTAL SOLUTIONS GROUP

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

SAFETY AND SECURITY SYSTEMS GROUP

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

FEDERAL SIGNAL CORPORATION

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

# Industry Advocacy, Professional Associations & Memberships

# Manufacturing Profiles

Hear the inspirational stories of some of our many leaders.



**FELICIA LALLA - VACTOR MANUFACTURING**

Felicia Lalla is a third-shift robot weld operator at Vactor Manufacturing, where she specializes in welding body barrels for sanitation and utility trucks. Her role involves working with a large robot that ensures all seams are watertight, along with performing hand welding tasks.

Felicia's journey into the welding field began in community college and she previously held a position at a heavy axle manufacturing company. Seeking new opportunities, she began a welding role at Vactor. "I was thrilled when the opportunity at Vactor opened up because I was able to utilize what I had studied for," says Felicia.

Felicia is invigorated by deep camaraderie found at Vactor. "It really helps having strong friendship bonds," she says. "When you care about your coworkers, it makes the job easier - I really love what I do and my colleagues. It's such a welcoming environment. I truly cherish the opportunity to go into work, and this is a sentiment shared by many of us." She also highlights the culture of learning and growth at Vactor, where experienced workers are always willing to lend a hand and share their knowledge.



**CHARLOTTE MRYZGOD - GROUND FORCE**

Charlotte Mryzgod, a Technical Writer in the Engineering Department at Ground Force Worldwide, plays a crucial role in ensuring that our technical documentation is clear, precise, and accessible. Her meticulous attention to detail and profound understanding of our products help bridge the gap between complex engineering concepts and practical applications.

Charlotte is passionate about the culture of continuous learning at Ground Force. Her enthusiasm for our innovative products and her dedication to professional growth make her an invaluable member of our team.

"I love the culture of learning at Ground Force," Charlotte shares. "Being part of a team that values knowledge and innovation inspires me every day, and I take great pride in contributing to the success of our products."



**KRISTINA DAVIDSON - JJE**

Kristina Davidson, National Warranty Administrator at Joe Johnson Equipment, ensures that our customers receive exceptional service and support. Her role involves managing warranty claims and coordinating with various departments to maintain our high standards of customer satisfaction.

Kristina thrives in the collaborative environment at Joe Johnson Equipment, where teamwork and mutual support are the cornerstones of success. "You are never going to know everything, but if you are willing to learn, others will teach you. That's a special thing about the culture here," notes Kristina.

Kristina found an environment at JJE where employees encouraged to pursue both their professional and personal goals. "This is a really family-oriented workplace."

Dear Colleague,

At all our Federal Signal locations, creating and maintaining a safe and healthy workplace is a top priority for both the Company and the well-being of every employee.

Many of our business units made great advances in improving safety metrics over the past year. To celebrate and share these purposeful improvements in our workplaces, I am pleased to announce the 2023 Federal Signal Workplace Hazard Reduction Awards. These awards recognize excellence in locally innovative solutions to safety challenges, the implementation of new procedures that translate to lower risk, accident prevention, and other changes demonstrating improvement in workplace safety. The enterprise Safety Council and an award selection committee will continue to review entries throughout the year. No limit is set on the number of submissions per location.

I am proud to recognize the following business units with the 2023 Federal Signal Workplace Hazard Reduction Awards:

- **Deist:** Installation of a vacuum lift to place sheets of steel on the shear reducing ergonomic risk factors.
- **Elgin Sweeper:** Installation of projectors at high traffic areas notify employees & visitors of safety requirements.
- **Mark Rite Lines:** Installation of a fume extractors to reduce the employee exposure to hazardous weld fumes.
- **OSW:** Installation of additional guarding on a brake press to prevent access to the point-of-operation.
- **TBEI Duraclass:** Installation of lift truck seat-belt activators to prevent operation unless seat belt is fastened.
- **Trackless:** Installation of removable barricades around the Wash Bay to prevent accidental access.
- **Vactor:** Inhouse designed and constructed cylinder rack to capture oil and the capability of transferring to waste barrels with an attached air pump.

Federal Signal's Safety Council members focus on utilizing best safety practices in our plants to continuously improve the Total Case Incident Rate (TCIR) at their facilities, a metric US manufacturers track year over year. In recognition of the ongoing effort and success to reduce the TCIR in our workplaces, I am extremely pleased to present the 2023 Federal Signal President's Safety Award to TBEI Rugby. Through their diligent safety programs, this location significantly reduced their TCIR in 2023 compared to 2022. This outstanding result demonstrates the strong commitment to safety from the employees, supervision, and management.

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

Regards,  
Jennifer Sherman  
*President and Chief Executive Officer*

# Health & Safety

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

### SAFETY COUNCIL

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

### 2023 WORKPLACE HAZARD REDUCTION AWARDS

Maintaining a hazard-free workplace encourages everyone to stay healthy and injury-free. To recognize and share the purposeful safety improvements made to our workplaces, we announced the 2023 Federal Signal Workplace Hazard Reduction Awards to commend the business units implementing locally innovative solutions to safety challenges and other changes demonstrating improvement in workplace safety.

### FEDERAL SIGNAL PRESIDENT'S SAFETY AWARD

The Federal Signal President's Safety Award recognizes the U.S. location with the most improved Total Case Incident Rate (TCIR) year-over-year. The 2023 President's Safety Award was presented to Rugby Manufacturing. These outstanding results demonstrate the strong commitment and dedication to safety from our employees, supervisors, and management.

# Governance

The Board is elected by the stockholders to oversee their interest in the overall success of the business, 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 eight directors. Additional information about our Corporate Governance policy and a description of our Board committees is available on the Corporate Governance page of our website.

### SUSTAINABILITY GOVERNANCE

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

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



<p><b>BOARD OF DIRECTORS BY THE NUMBERS</b></p>	<p><b>Director Tenure</b> <b>9.1</b> average director tenure in years</p>	<p><b>Meeting Attendance</b> <b>100%</b> in 2023</p>	<p><b>Other Public Company Boards</b> <b>75%</b> of board members have positions on other public company boards</p>
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# Sustainability Commitment

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

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

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

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

Our Conflict Minerals policy and our Supplier Code of Conduct reflects 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.



# GRI Index

## General Disclosures (GRI 102)

Our 2023 Sustainability Report was developed referencing the GRI Standards framework set forth by the Global Reporting Initiative (GRI) as of December 31, 2023 (the GRI Universal Standards 2016). The index below indicates which GRI disclosures are included in the report and where they are located. Documents referenced outside of this report are linked to webpages.

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
<b>Organizational Profile</b>		
102-1	Name of the organization	Federal Signal Corporation
102-2	Activities, brands, products and services	Pages 4, 8
102-3	Location of headquarters	Downers Grove, IL
102-4	Location of operations	Page 7
102-5	Ownership and legal form	Page 4
102-6	Markets served	Page 4, 8
102-7	Scale of the organization	Page 4, 7
102-8	Information on employees and other workers	Pages 25-33
102-9	Supply chain	Page 35
102-10	Significant changes to the organization and its supply chain	2023 Form 10-K, Pages 2-13
102-11	Precautionary principle or approach	2023 Form 10-K, Pages 2-13
102-12	External initiatives	Pages 27-30
102-13	Membership of associations	Page 31
<b>Strategy</b>		
102-14	Statement from senior decision-maker	Page 3
102-15	Key impacts, risks, and opportunities	Page 3
<b>Ethics and Integrity</b>		
102-16	Values, principles, standards and norms of behavior	Page 6
102-17	Mechanisms for advice and concerns about ethics	Corporate Governance - Hotline
<b>Governance</b>		
102-18	Governance structure	Page 34
102-19	Delegating authority	2024 Proxy, Page 19
102-20	Executive-level responsibility for economic, environmental, and social topics	2024 Proxy, Page 3
102-21	Consulting stakeholders on economic, environmental, and social topics	2024 Proxy, Page 3
102-22	Composition of the highest governance body and its committees	2024 Proxy, Page 19
102-23	Chair of the highest governance body	2024 Proxy, Page 16
102-24	Nominating and selecting the highest governance body	2024 Proxy, Pages 13-18
102-25	Conflicts of interest	2024 Proxy, Page 19

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
102-26	Role of highest governance body in setting purpose, values, and strategy	Page 19
102-27	Collective knowledge of highest governance body	Page 14
102-28	Evaluating the highest governance body's performance	Page 19
102-29	Identifying and managing economic, environmental, and social impacts	Page 21
102-30	Effectiveness of risk management processes	Page 19
102-31	Review of economic, environmental, and social topics	Pages 20-21
102-33	Communicating critical errors	Pages 20-21
102-35	Remuneration policies	Pages 26-38
102-36	Process for determining remuneration	Pages 26-38
102-37	Stakeholders' involvement in remuneration	2024 Proxy
102-38	Annual total compensation ratio	2024 Proxy, Page 42
102-39	Percentage increase in annual total compensation ratio	2024 Proxy, Page 42
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	2023 Form 10-K, Page 4
102-41	Collective bargaining agreements	2023 Form 10-K, Page 4
102-42	Identifying and selecting stakeholders	2023 Form 10-K, Page 4
102-43	Approach to stakeholder engagement	2023 Form 10-K, Page 4
102-44	Key topics and concerns raised	2023 Form 10-K, Pages 7-13
<b>REPORTING PRACTICE</b>		
102-45	Entities included in the consolidated financial statements	2023 Form 10-K, Pages 72-73
102-46	Defining report content and topic boundaries	Pages 2-3
102-47	List of material topics	Page 2
102-48	Restatements of information	Page 2
102-49	Changes in reporting	None
102-50	Reporting period	Page 2
102-51	Date of most recent report	June 2024
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Back Cover
102-54	Claims of reporting in accordance with GRI standards	Pages 36-37
102-55	GRI content index	Pages 36-37

Topic-Specific Disclosures (GRI 102)

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
<b>Management Approach (GRI 103)</b>		
103-1	Explanation of the material topic and its Boundary	Page 2
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)</b>		
302-1	Energy consumption within the organization	Page 20
302-3	Energy intensity	Page 20
302-4	Reduction of energy consumption	Page 20
302-5	Reductions in energy requirements of products and services	Page 20
303-1	Interactions with water as a shared resource	Page 20
303-3	Water withdrawal	Page 20
303-5	Water consumption	Page 20
305-1	Direct (Scope 1) GHG emissions	Page 20
305-4	GHG emissions intensity	Page 20
305-5	Reduction of GHG emissions	Page 20
306-2	Management of significant waste-related impacts	Page 20
306-4	Waste diverted from disposal	Page 20
307-1	Non-compliance with environmental laws and regulations	Page 22
<b>Social</b>		
403-1	Occupational health and safety management system	Page 33
403-2	Hazard identification, risk assessment, and incident investigation	Page 33
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 33
403-5	Worker training on occupational health and safety	Page 33
403-6	Promotion of worker health	Page 33
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 33
404-2	Programs for upgrading employee skills and transition assistance programs	Page 33
405-1	Diversity of governance bodies and employees	Page 34
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None, Human Rights Policy
408-1	Operations and suppliers at significant risk for incidents of child labor	None, Human Rights Policy
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None, Human Rights Policy

INDICATOR	BRIEF DESCRIPTION	LOCATION OF INFORMATION
412-1	Operations that have been subject to human rights reviews or assessments	None
413-1	Operations with local community engagement, impact assessments, and development programs	Pages 27-30
413-2	Operations with significant actual and potential negative impacts on local communities	None
415-1	Political contributions	None
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None

## Investor Relations

Felix Boeschen

VP, Corporate Strategy and Investor Relations

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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.

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