



FEDERAL SIGNAL
Moves. Cleans. Protects.

Investor Presentation: March 2025

Safe Harbor Statement

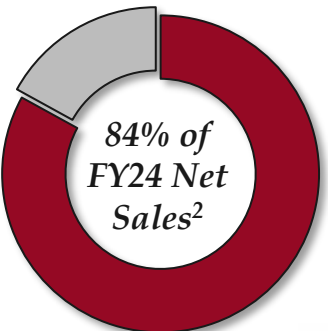
This presentation contains unaudited financial information and forward-looking statements. Statements that are not historical are forward-looking statements and may contain words such as “may,” “will,” “believe,” “expect,” “anticipate,” “intend,” “plan,” “project,” “estimate,” and “objective” or similar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

This presentation also contains certain measures that are not in accordance with U.S. generally accepted accounting principles (“GAAP”). The non-GAAP financial information presented herein should be considered supplemental to, and not a substitute for, or superior to, financial measures calculated in accordance with GAAP. The Company has provided this supplemental information to investors, analysts, and other interested parties to enable them to perform additional analyses of operating results, to illustrate the results of operations giving effect to the non-GAAP adjustments shown in the reconciliations, and to provide an additional measure of performance which management considers in operating the business. A reconciliation of these items to the most comparable GAAP measures is provided in our filings with the SEC and/or in the Appendix to this presentation. All financial figures in the presentation refer to FY2024 annual results unless otherwise noted.



Federal Signal at a Glance: Leading Safety Equipment & Specialty Vehicle OEM

Environmental Solutions Group (“ESG”)



1901
Founded

Downers Grove, IL
Headquarters

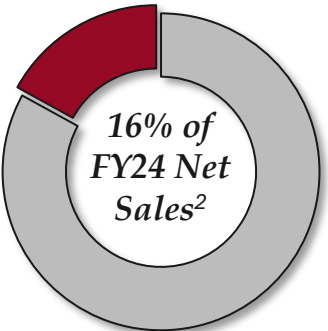
~4,900 Global
Employees⁵

24 Manufacturing
Locations⁵

13 Acquisitions
Since 2016⁵

106%
5-Year Cash
Conversion¹ Avg.

Safety and Security Systems Group (“SSG”)



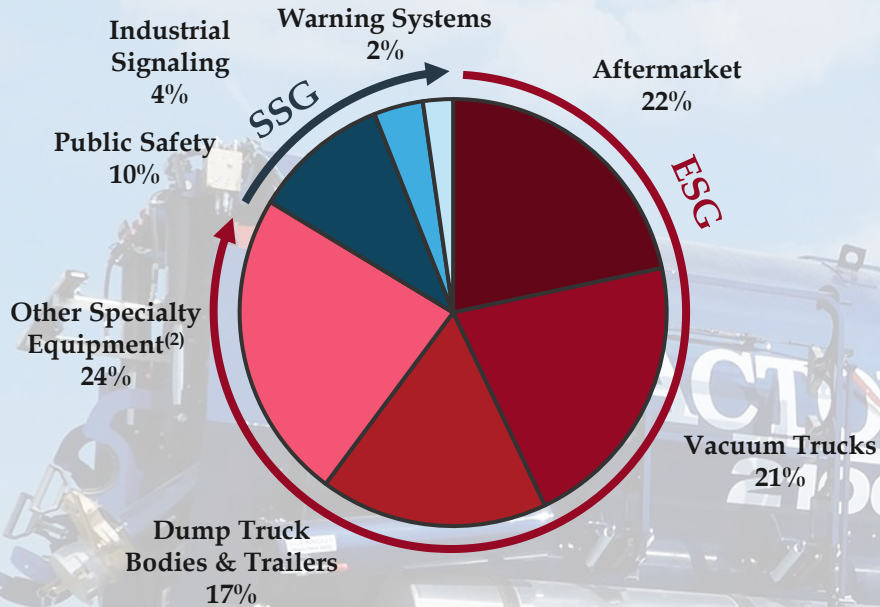
- Healthy product portfolio mix
- Resilient end market exposure
- Disciplined M&A strategy
- Targeting 100% annual cash conversion³
- Q4 2024 LTM Net Debt Leverage: 0.4x⁴



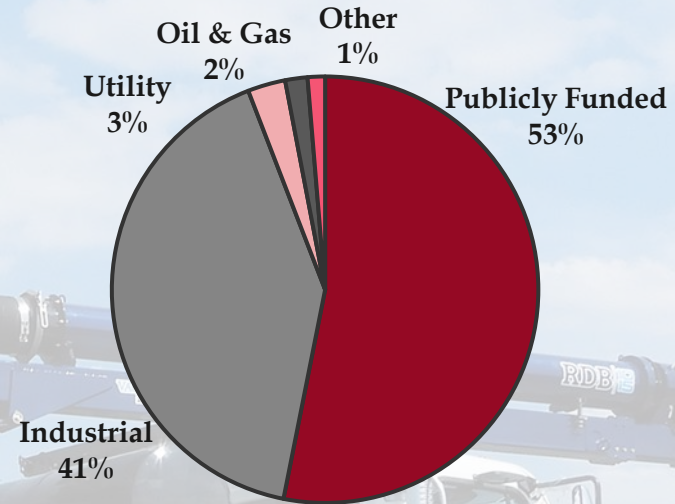
1) Average cash conversion for the five years from 2020 to 2024, with cash conversion computed as net cash provided by operating activities divided by net income. Non-GAAP Measure. See appendix for additional information, including reconciliation to GAAP measure
 2) ESG and SSG segment net sales as a % of 2024 consolidated net sales
 3) Net cash provided by operating activities divided by net income (as a %)
 4) Non-GAAP Measure. See appendix for additional information, including reconciliation to GAAP measure
 5) As of February 2025

Net Sales by Distribution Channel & End Market Exposure

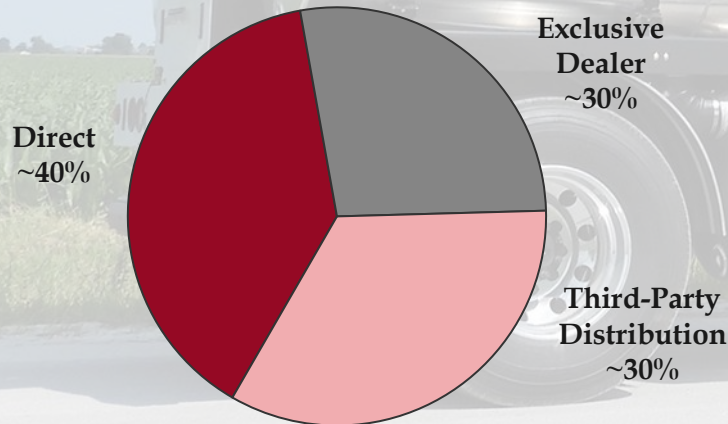
Net Sales by Category (FY 2024)¹



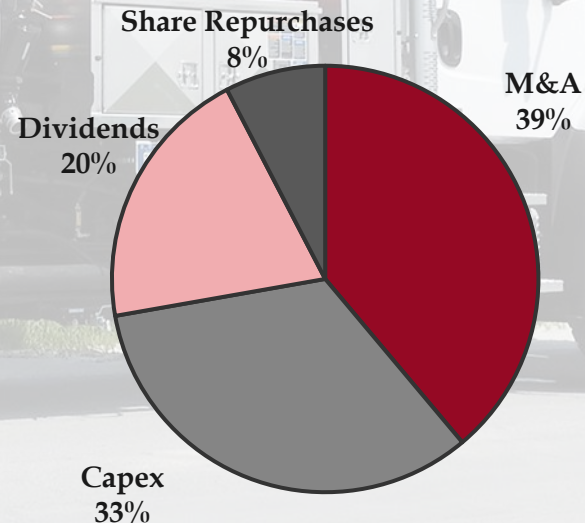
Net Sales by End Market (FY 2024)¹









































Consolidated Net Sales by Distribution Channel (2024)¹



Cash Deployment (2022-2024)³



Federal Signal Product & Service Offerings

ESG (84% of 2024 Net Sales) ¹							SSG (16% of 2024 Net Sales)			
Vacuum Trucks	Street Sweepers	Industrial Cleaning	Dump Truck Bodies & Trailers	Multi-Purpose Maint. Vehicles	Road Marking	Metal Extraction Support	Aftermarket	Public Safety Equipment	Signaling	Warning Systems
    	 	 	     	 	    	  	   	   	  	 
Key End Markets	Key End Markets	Key End Markets	Key End Markets	Key End Markets	Key End Markets	Key End Markets	Key End Markets	Key End Markets	Key End Markets	Key End Markets
Gov't	Gov't	Gov't	Gov't	Gov't	Gov't	Gov't	Gov't	Gov't	Gov't	Gov't
Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial
Oil & Gas	Oil & Gas	Oil & Gas	Oil & Gas	Oil & Gas	Oil & Gas	Oil & Gas	Oil & Gas	Oil & Gas	Oil & Gas	Oil & Gas
Utility	Utility	Utility	Utility	Utility	Utility	Utility	Utility	Utility	Utility	Utility

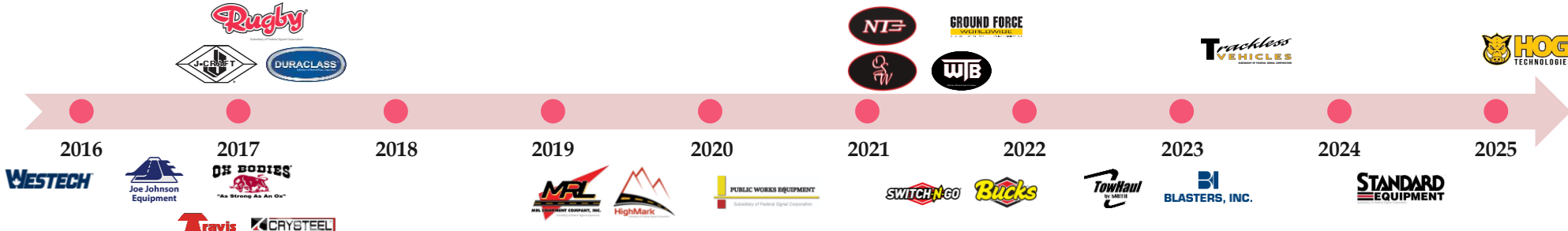
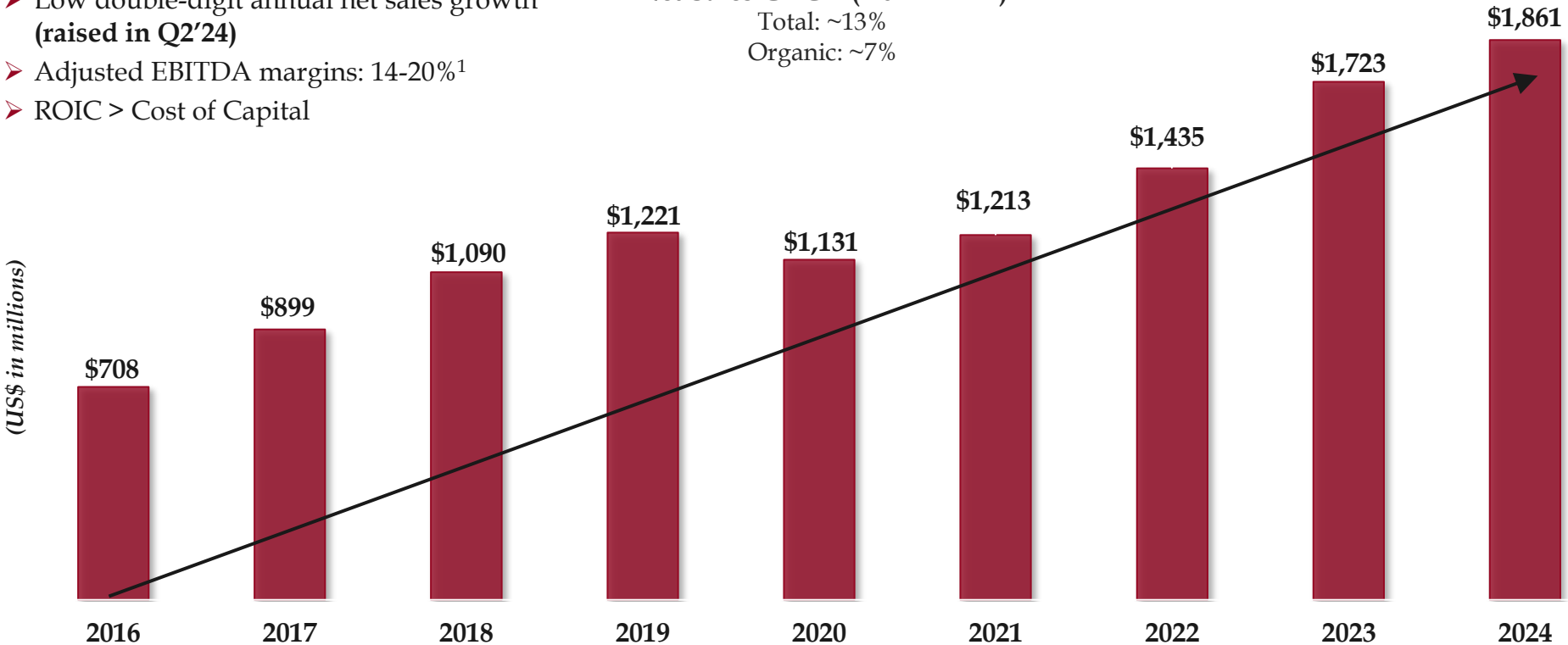
Delivering on our Growth Strategy

Key Financial Targets

- Low double-digit annual net sales growth (raised in Q2'24)
- Adjusted EBITDA margins: 14-20%¹
- ROIC > Cost of Capital

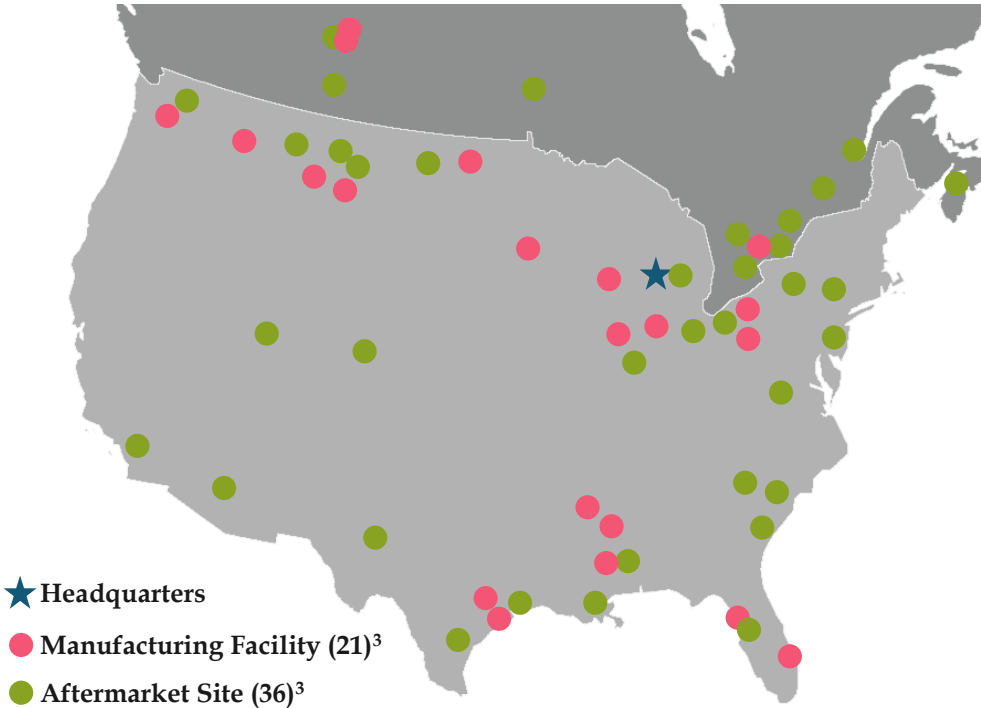
Net Sales CAGR ('16A - '24A)

Total: ~13%
Organic: ~7%



Source: Company Filings and Management
1) Non-GAAP Measure. See appendix for additional information, including reconciliation to GAAP measure

ESG¹: Growing A Best-In-Class Specialty Vehicle Platform



Recent Organic Growth Investments:

- **2024 & 2025:** Expanded waterblasting capacity and purchased Ground Force manufacturing facility (metal extraction support)
- **2021:** Purchased Elgin, IL manufacturing facility (Street Sweepers)
- **2020:** Expanded capacity at Lake Crystal, Rugby, and Billings manufacturing facilities (Dump Truck Bodies/Road-Marking)
- **2019:** Expanded capacity at largest manufacturing facility (Streator, IL) by ~40% (Vacuum Trucks)

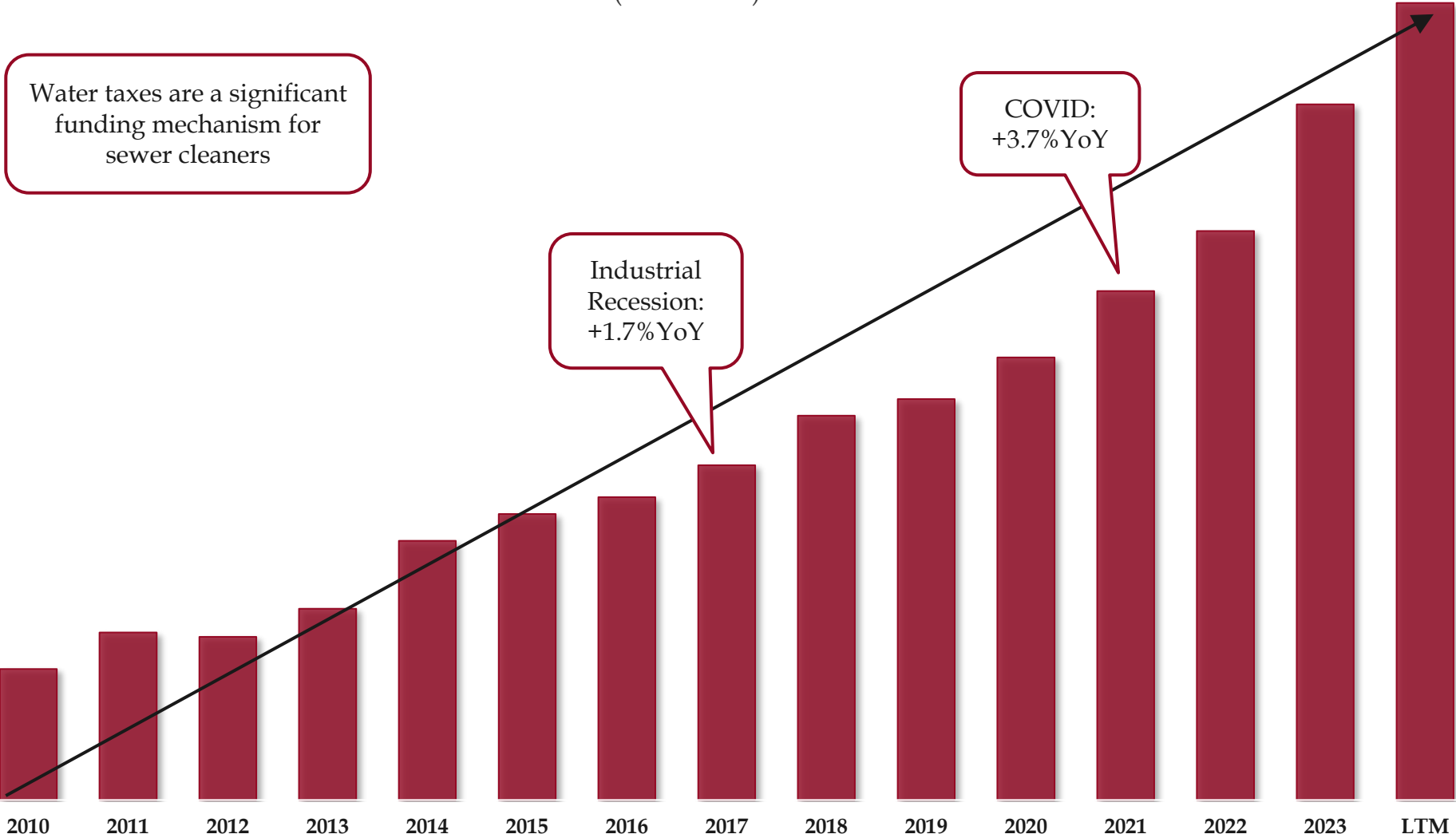
Vehicle Product	Market Share Rank ²
Vacuum Trucks	#1
Street Sweepers	#1-2
Industrial Cleaning (Waterblasting Equipment)	#2
Dump Truck Bodies & Trailers	#1
Multi-Purpose Maintenance Vehicles	#1
Road-Marking and Line-Removal	#1
Metal & Mineral Extraction Support	#1

1) ESG = Environmental Solutions Group
 2) Management estimates of North America market share
 3) Only includes North American locations

ESG: Resilient End-Market Characteristics

Water Taxes¹ Funding - United States

CAGR ('10A - '23A): ~4.0%



Source: St. Louis Federal Reserve
1) Includes total net sales generated by firms providing services for water & sewage as a proxy for water taxes

SSG¹: Industry Leader in Audible & Visual Safety Equipment

Product	Market Share Rank ²
Public Safety Equipment	#2
Industrial Signaling Equipment	#1
Warning Systems	#1

Key Multi-Year Trends:

- Strategically positioned in end-markets with high barriers to entry given stringent regulatory requirements for safety equipment
- The increase in natural and man-made disasters drives increasing need for safety devices globally including from government customers
- Proliferation of use cases for audible & visual safety devices offer new market penetration opportunities
- Robust new product development pipeline given increasing need for more complex safety devices
- Disciplined pricing strategy and margin opportunities

Recent Organic Growth Investments:

- **2022 -2024:** Completed several capacity investments to insource certain production and achieve cost savings
- **2022:** Purchased University Park, IL Manufacturing Facility
- **2022:** SSG began to supply ESG with critical components to boost vehicle output

1) SSG = Safety and Security Systems Group
 2) Management estimates

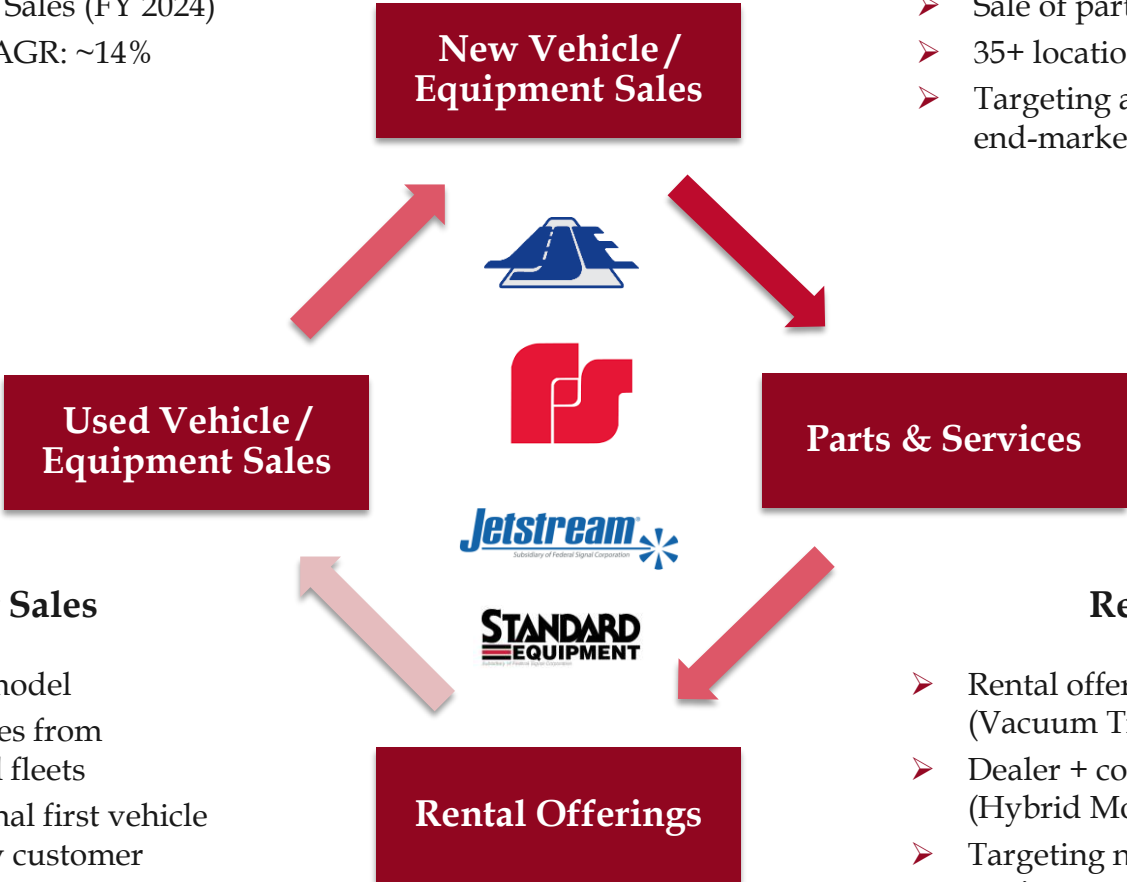
Strategic Pillars: Aftermarket Ecosystem Optimization

Aftermarket Snapshot

- Size: ~26% of ESG Net Sales (FY 2024)
- 2015-2024 Net Sales CAGR: ~14%

Parts & Services

- Sale of parts/services/refurbishment
- 35+ locations across US + Canada
- Targeting all FSS customers regardless of end-market (Municipal, Commercial, etc.)



Used Equipment Sales

- Frequent rent to own model
- Used sales opportunities from company owned rental fleets
- Targeting non-traditional first vehicle owners; opening a new customer cohort for FSS
- Dealer rental replenishment needs foster new vehicle sales
- Certified-owned program

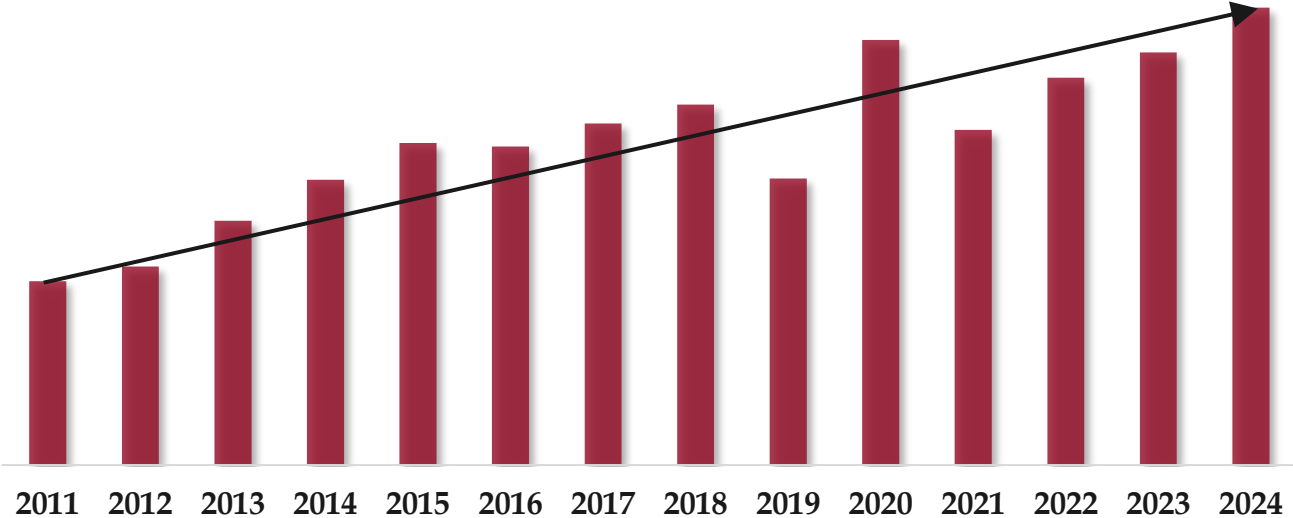
Rental Offerings

- Rental offerings for key vehicle verticals (Vacuum Trucks, Industrial Cleaning, etc.)
- Dealer + company owned rental fleet (Hybrid Model)
- Targeting non-traditional owners of equipment, project-based needs and/or general commercial customers

Strategic Pillars: “Safe Digging” Market Acceleration

Sewer Cleaners Ordered with a Hydro-Excavation Package¹

CAGR ('11A - '24A): ~7.3%



Commentary

- Vacuum excavation or “Safe Digging” involves the use of pressurized air or water (“hydro-excavation”) to dig (coupled with a vacuum system) as an alternative to the use of traditional equipment such as backhoes, shovels, and mechanical excavators
- Application has been widely accepted and mandated in certain applications in Canada; US is behind but accelerating
- “Safe Digging” benefits vs. conventional digging methods:
 - More environmentally friendly than conventional digging
 - Safer & more productive
 - Minimizes damage to underground infrastructure/environment
- Incremental opportunity for proliferation of use cases in existing and new markets
- Insurance industry could be an important catalyst for adoption given safety benefits

Safe Digging Use Cases

Airports
Environmental
Construction
Gas Industry
Industrial
Landscaping
Military
Nuclear
Oil Fields
Power Industry
Railroad
Road Construction
Telecommunications
Tunneling
Utilities
Water & Sewer Systems

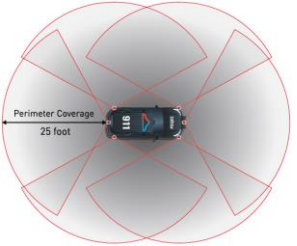
¹⁾ Represents the percentage of sewer cleaners ordered with a hydro-excavation package as a percentage of total sewer cleaner orders

Strategic Pillars: Innovation & Product Development

New Product Examples



Elgin Fully-Electric Street Sweeper



Pathfinder® Perimeter Breach Warning System

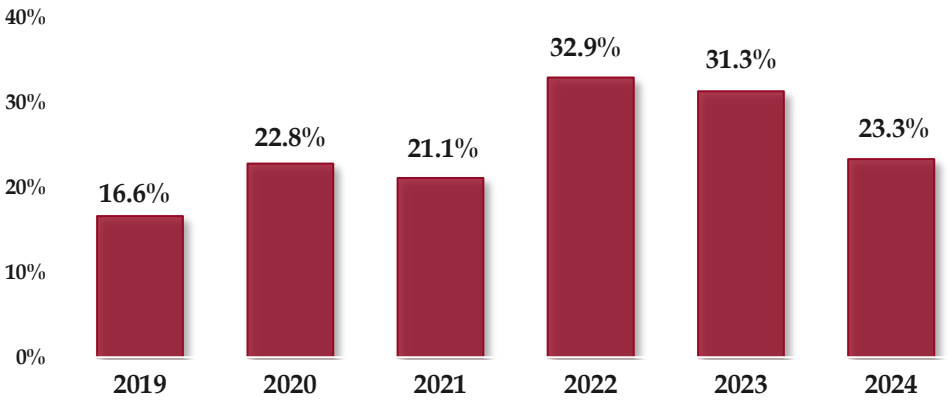


Guzzler Microtrenching Vacuum Truck



CommanderOne® Lightning Alerting

Average U.S. and Europe Public Safety Equipment New Product Vitality Index¹



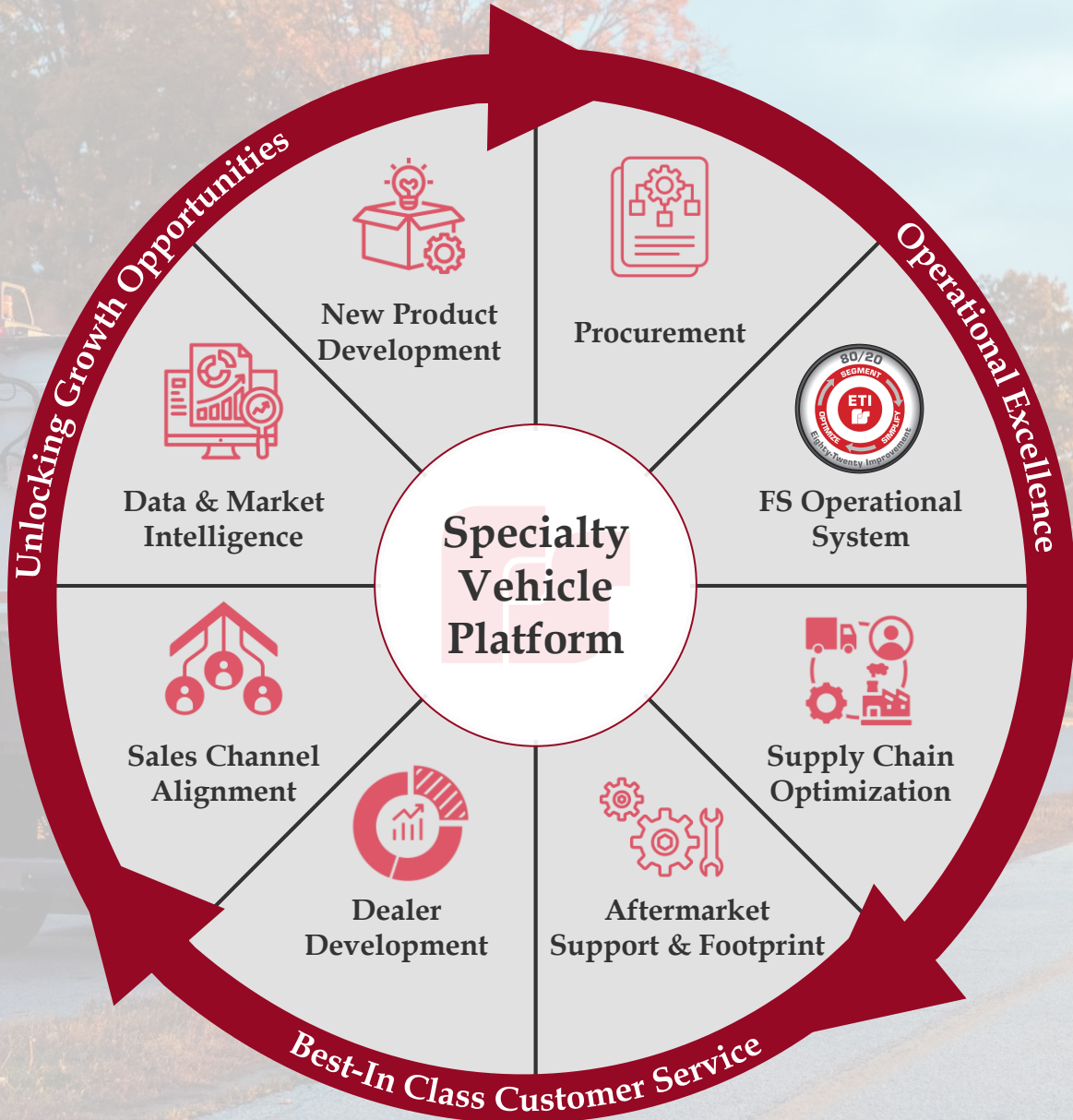
Select Product Development Highlights:

- Launched a sweeper without a CDL requirement to operate
- Seeing increased orders for fully electric/hybrid sweepers
- Launched a new Switch-N-Go interchangeable body system on Class 3 chassis in Q2 2024
- Launched the Guzzler microtrenching vacuum truck, which is ideally suited for the installation of broadband infrastructure
- Several new product releases at Ground Force including the enclosed fuel/lube truck and cable reeler attachment
- SSG Public Safety Equipment: Launch of the new Pathfinder® Perimeter Breach Warning System, a vehicle radar detection system that alerts police officers of potential threats within a 25-foot radius of the vehicle
- SSG Warning Systems: continued scaling of CommanderOne installed base with recurring revenue, and ongoing expansion to new triggers and applications



¹ The Vitality Index is calculated as the average of the individual annual Vitality Index values of the U.S. and European (VAMA) Public Safety Systems businesses. The annual Vitality Index at each business is calculated as the percentage of net sales generated from products introduced within the last three years

Strategic Pillars: Harnessing the Power of Our Specialty Vehicle Platform



Strategic Pillars: Executing on our M&A Pipeline

Specialty Vehicle Market – North America

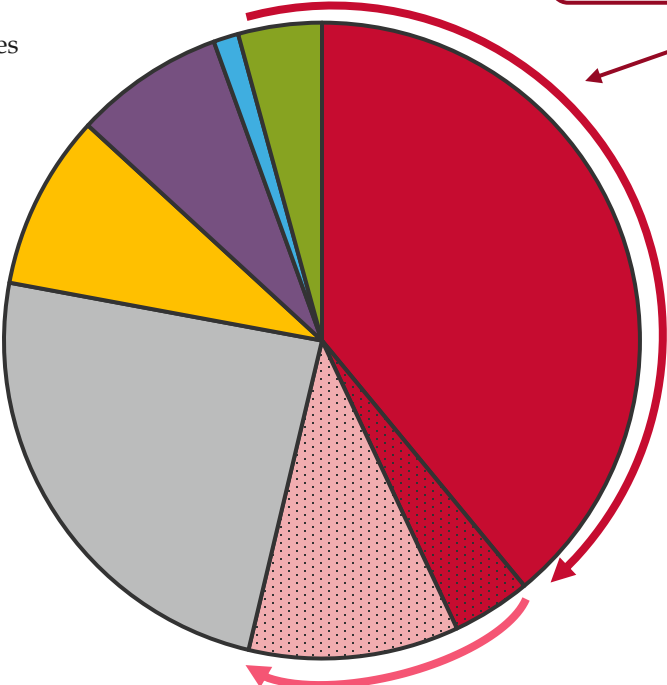
Includes All Systems Built on Class 3-8 Commercial Chassis (~395K Units)

Safety and Security Systems Market

Includes North America and Europe

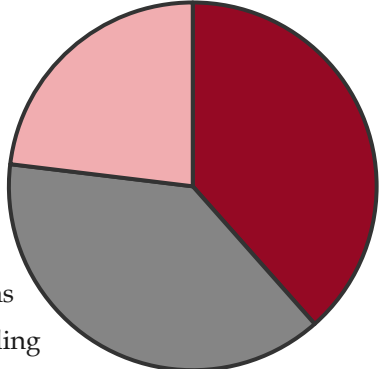
Surgically evaluating opportunities that meet our criteria

- Other Specialty vehicles
- Dump Truck
- Dry & Reefer Bodies
- Walk-In Vans
- School Bus
- Transit Bus
- Refuse & Fire



Current FSS specialty vehicle product portfolio directly addresses ~15% of the overall specialty vehicle market, resulting in a **\$4-5bn annual Total Addressable Market ("TAM")**. FSS market share ranges from 20-50% in those categories.

- Public Safety Equipment
- Warning Systems
- Industrial Signaling Equipment



The broader safety and security systems market yields a **~\$2.5bn annual TAM**

Latest Transaction (February 2025)



Manufacturer of truck-mounted road-marking and water-blasting equipment

Rationale:

- Builds upon Federal Signal’s specialty vehicle platform by adding technologically-advanced road and runway striping equipment to broaden product offering
- Strong presence in historically underpenetrated markets for FSS including international and airports; opportunity to sell additional FSS products
- Highly experienced and skilled management team with deep product expertise and proven track record
- Expansive aftermarket parts and service business (approximately 35% of total revenues)

M&A Case Study: Trackless Vehicles

M&A Target Criteria

- ✓ Return on capital greater than cost of capital, risk adjusted
- ✓ Niche market leader (product, geography, end market)
- ✓ Sustainable competitive advantage
- ✓ Deep domain expertise (technology, application, manufacturing)
- ✓ Strong management team
- ✓ Leverages existing distribution & manufacturing capabilities
- ✓ Growth potential
- ✓ Opportunity for through cycle margins in line or higher than FSS targets
- ✓ Identifiable synergies

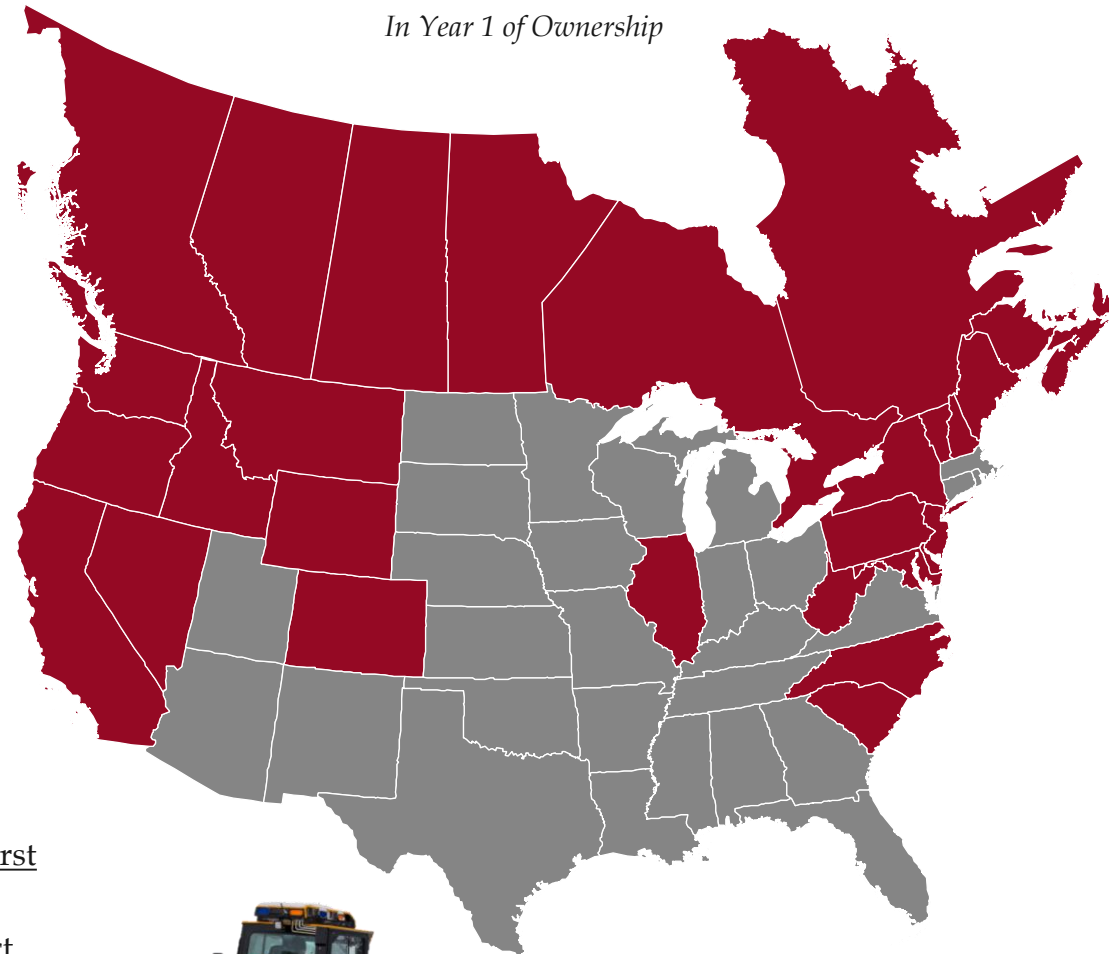


Progress (Acquired: April 2023)

- Achieved 30%+ year-over-year net sales growth within the first year of Federal Signal ownership¹
 - Revenue synergies consist of leveraging ESG's direct sales channel and dealer network to sell additional products, attachments & aftermarket parts
- Additional engineering, aftermarket optimization and procurement cost synergies identified

Trackless Growth by Geography

In Year 1 of Ownership



Indicates a territory covered by dealer or FSS direct sales team with 30%+ YoY net sales growth in Year 1 of FSS ownership

Update on Current Environment

Demand Remains Healthy

Tight Commercial Driver's License Labor Pool

- The qualified CDL driver market for many specialty vehicle applications remains tight, exacerbated by the legalization of marijuana across North America. This is leading to rising customer needs for ease in equipment functionality, design and training

Rising Complexity of Vehicles

- Investments in autonomous infrastructure and increasing “smart” features in vehicles are driving increased need for our road-marking and line removal offerings
- Higher mineral content in electric vehicles is driving demand for Federal Signal's metal extraction support equipment

Infrastructure Investment and Jobs Act

- \$550bn of incremental spending over multiple years to improve the nation's transportation, water, electric power and infrastructure
- Expect multi-year positive demand impact in the form of both new equipment sales & higher demand for our aftermarket offerings

Extended Backlogs

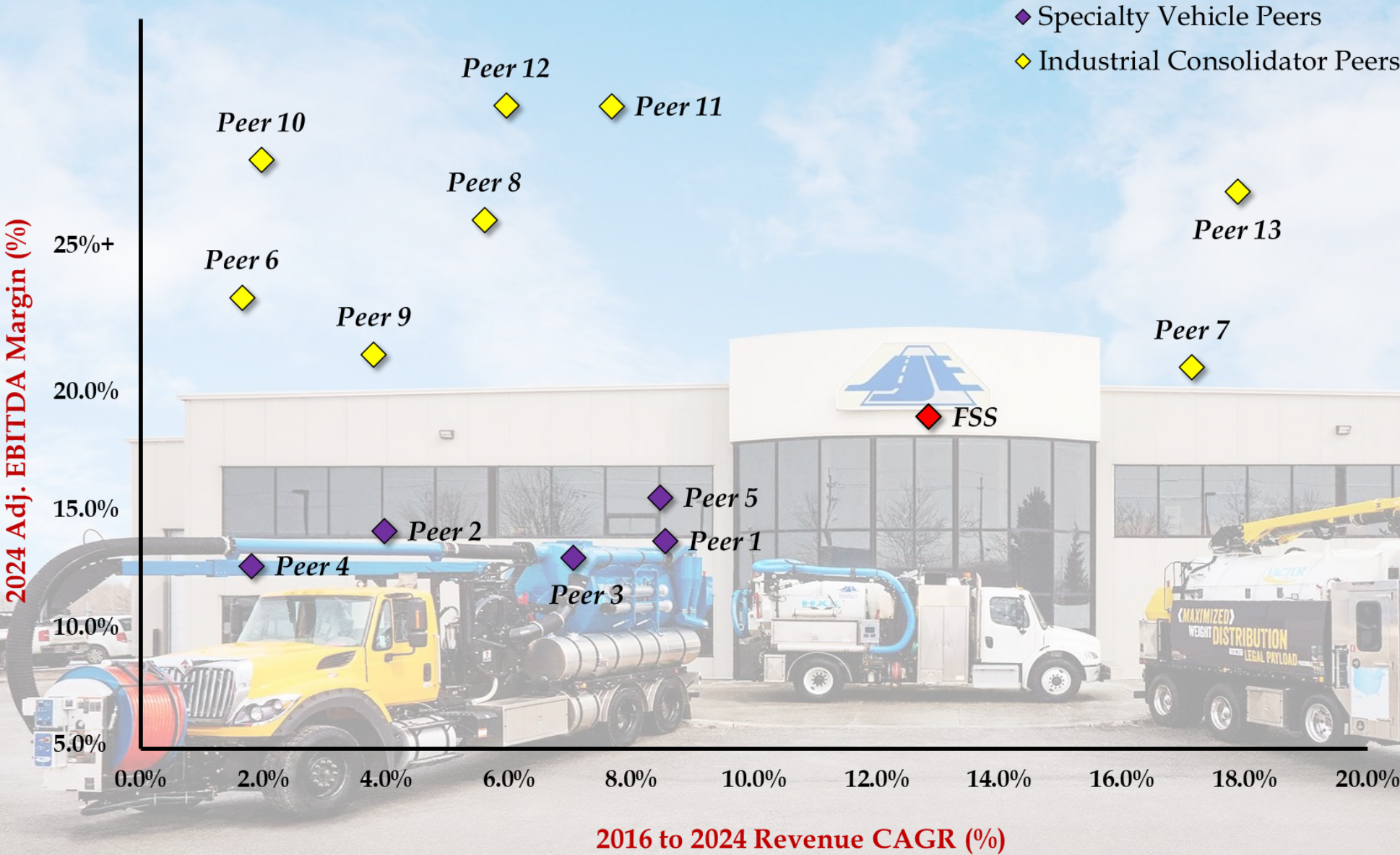
- Strong demand for street sweepers and sewer cleaners has resulted in extended backlogs allowing for strong visibility into 2026

U.S.-Centric Supply Chain and Diversified Revenue Streams

- We are closely monitoring the ongoing potential for tariffs, associated mitigation plans and other policy changes. Our supply chain is predominantly U.S.-centric, with only \$30 million of direct purchases sourced from Mexico, Canada and China (~2% of COGS)
- Net Sales derived from publicly-funded customers comprise a diverse funding mix inclusive of water taxes, U.S. municipal budgets, local and state police budgets, Canadian local and provincial budgets, European, federal, state and local budgets and U.S. federal funds. We estimate our total direct federal exposure to be less than \$10M per year



Targeting Best in Class Growth & Continued Margin Expansion



2016 to 2024 Revenue CAGR (%)

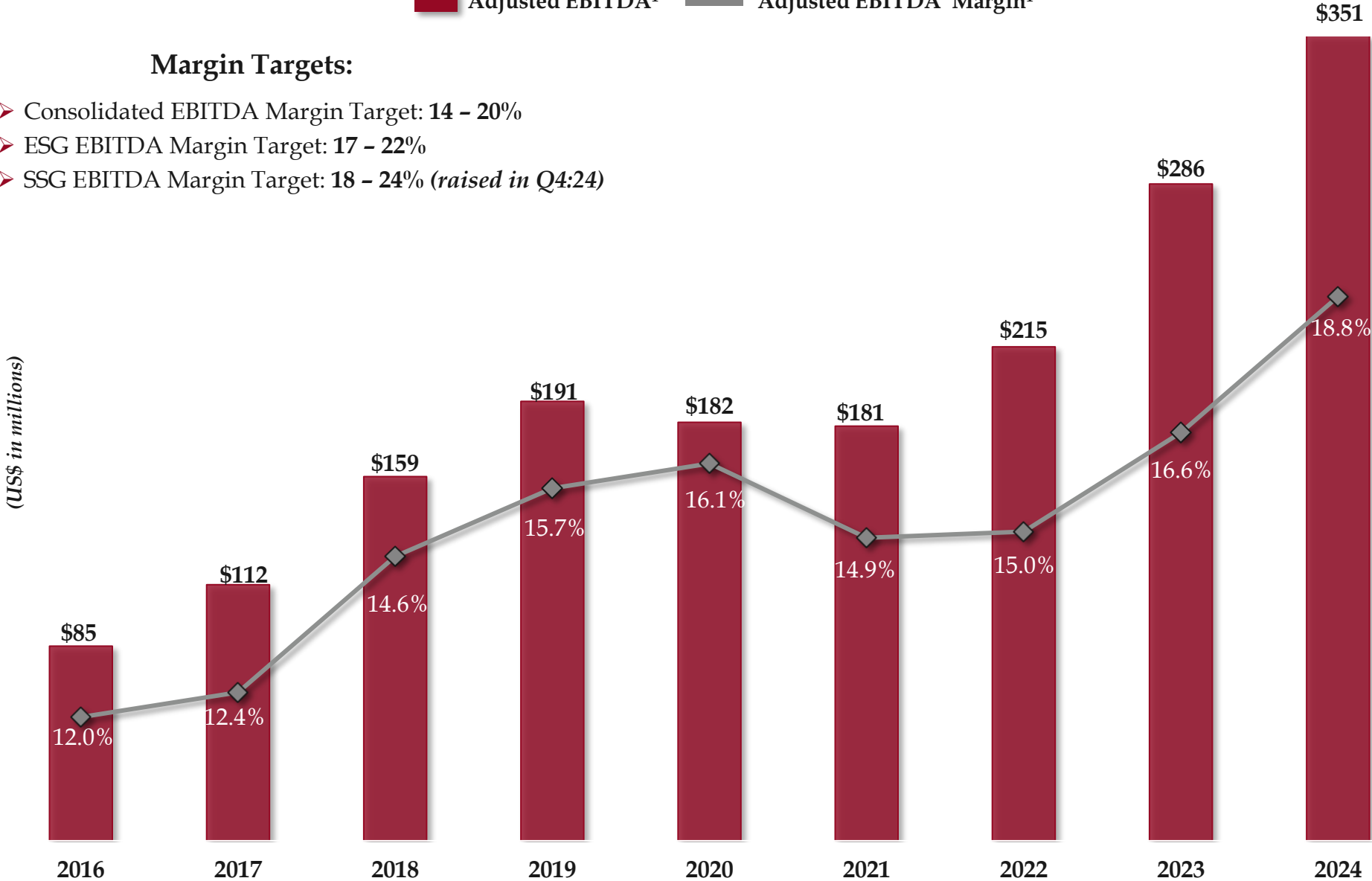
Source: Company Filings
 Specialty Vehicle & Industrial Consolidator Peers Included (Listed in alphabetical order): ALG, AME, DOV, GGG, IEX, IR, ITW, OSK, PLOW, SPXC, TEX, TTC and WAB, with information presented herein calculated using publicly available data, on a similar basis to the manner in which we compute Adjusted EBITDA margin (see Appendix for our calculation of Adjusted EBITDA margin, a non-GAAP measure, and a reconciliation to GAAP measures). All figures based on FY16 to FY24 fiscal years, where available.

Industry-Leading Margin Performance Through the Business Cycle

Adjusted EBITDA¹ Adjusted EBITDA Margin¹

Margin Targets:

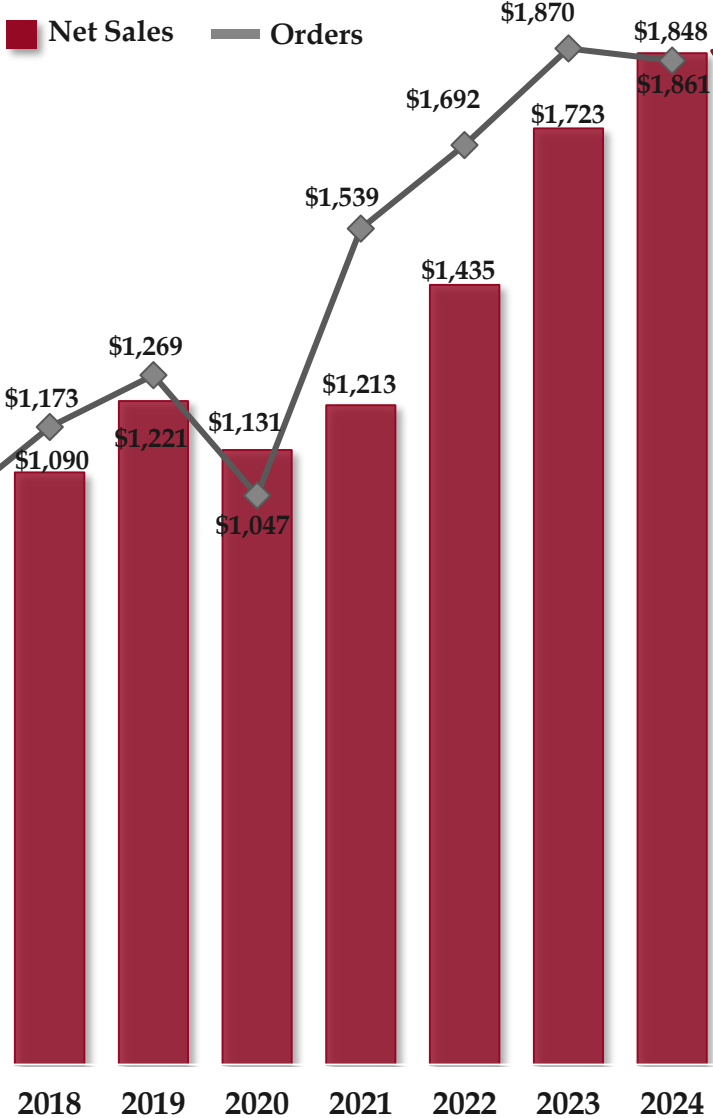
- Consolidated EBITDA Margin Target: 14 - 20%
- ESG EBITDA Margin Target: 17 - 22%
- SSG EBITDA Margin Target: 18 - 24% (raised in Q4:24)



1) Non-GAAP Measures. See Appendix for additional information, including reconciliation to GAAP measures.

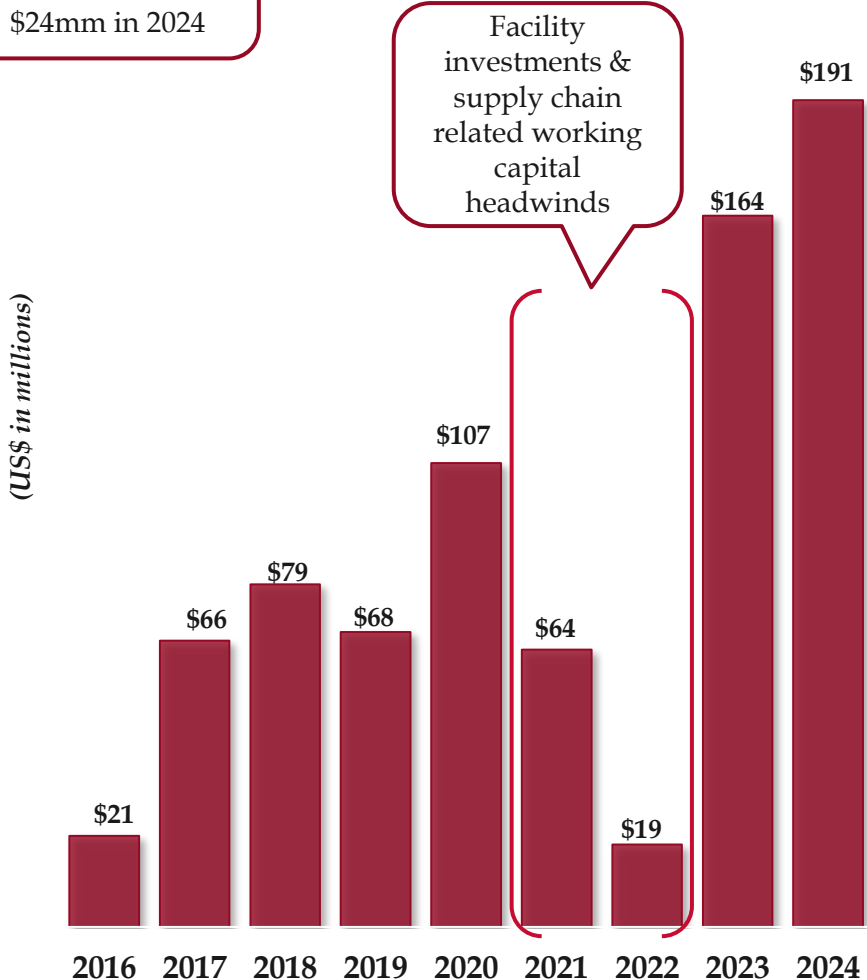
Financial Performance

Net Sales & Orders



Includes chassis pass-through order headwind of \$24mm in 2024

Free Cash Flow Generation¹



Facility investments & supply chain related working capital headwinds

Source: Company Filings
 1) Non-GAAP measure, calculated as: Net cash provided by operating activities less Purchases of Properties and Equipment (Capital Expenditures). See Appendix for additional information, including reconciliation to GAAP measure.

2025 Financial Outlook

Issuing 2025 Guidance

- **Full Year Adjusted EPS¹ Outlook of \$3.60 to \$3.90**
 - At the midpoint, would represent another year of double-digit growth, and the highest adjusted EPS level in our history
- **Full-year net sales of \$2.02bn to \$2.10bn**
 - Would represent YoY growth of 9% - 13%
- **Double-digit improvement in pre-tax earnings**
- **Capital expenditures of \$40mm to \$50mm**

Assumptions

- Expect Q1'25 Adjusted EPS¹ to represent between 19-20% of our full-year earnings
- Interest expense of ~\$13mm - \$14mm, without additional M&A
- Other expense up ~\$1.5mm YoY, due to non-operating pension costs
- Effective tax rate of ~26%, excluding discrete items
- ~62mm weighted average shares outstanding
- Depreciation & amortization expense of ~\$74mm - \$77mm
- Outlook includes contribution from Hog Technologies
- No significant increase in current input costs
- No significant impact from potential tariffs



1. Adjusted earnings per share ("EPS") is a non-GAAP measure, which includes certain adjustments to reported GAAP net income and diluted EPS. In 2024, we made adjustments to exclude the impact of acquisition and integration-related expenses, net, and certain special tax items, where applicable. In prior years, we have also made adjustments to exclude the impact of environmental remediation costs of a discontinued operation, purchase accounting effects, pension settlement charges, and certain other unusual or non-recurring items. Should any similar items occur in 2025, we would expect to exclude them from the determination of adjusted EPS. However, because of the underlying uncertainty in quantifying amounts which may not yet be known, a reconciliation of our Adjusted EPS outlook to the most applicable GAAP measure is excluded based on the unreasonable efforts exception in Item 10(e)(1)(i)(B).

Appendix

- I. Our Portfolio of Brands & Products
- II. Extensive Geographic Footprint Across North America
- III. Federal Signal Operating System
- IV. Sustainability Initiatives
- V. Non-GAAP Measures
- VI. Executive Compensation
- VII. Investor Information

Appendix I: Our Portfolio of Brands & Products

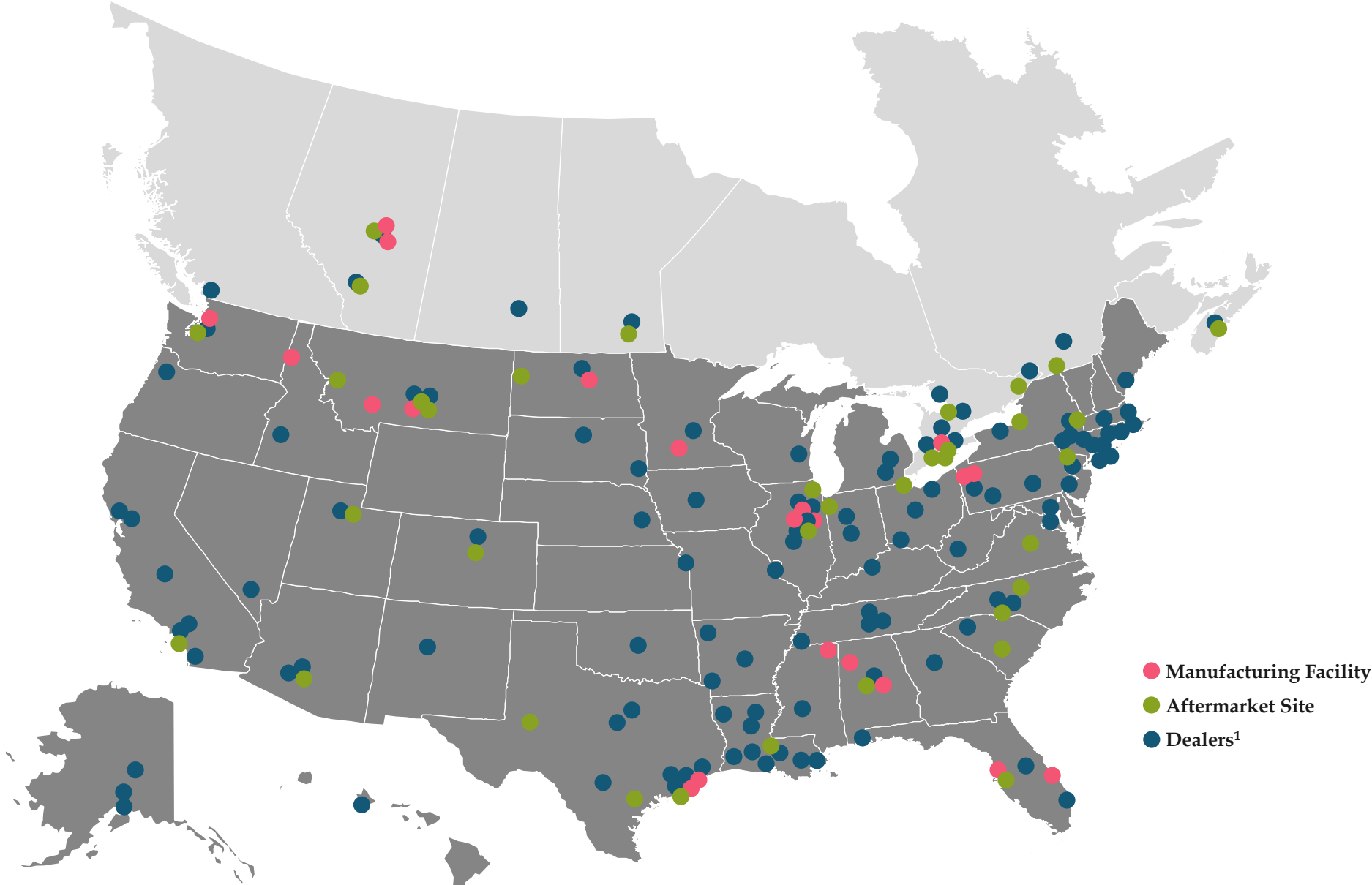
ESG



SSG



Appendix II: Extensive Geographic Footprint Across North America



1) Defined as dealer-managed locations from dealers that sell Elgin, Truvac, and Vactor products

Appendix III: Federal Signal Operating System

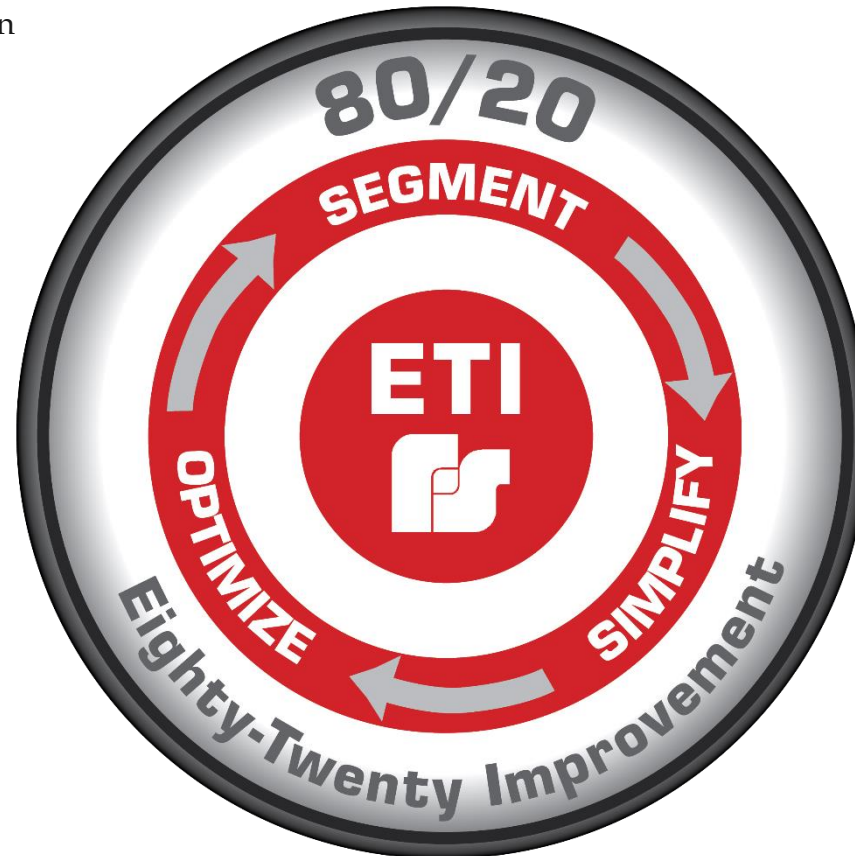
Material Cost Reduction

- Waste reduction
- SKU rationalization
- Savings through volume aggregation
- Sourcing optimization



Pricing Strategy

- Parts pricing strategy
- Effective “options” pricing



Manufacturing Efficiency

- Lean manufacturing focus
- Throughput flexibility
- Labor pool management
- Flexible manufacturing model
- Recent investments in machinery expected to result in productivity improvements



Working Capital Optimization

- Derived benefits from manufacturing efficiencies and SKU rationalization
- Improved cycle times

Appendix IV: Sustainability Initiatives

➤ Community Engagement

- Active participation with local charities, promoting and participating in educational and wellness programs
- Volunteering in local communities
- Federal Signal and our employees are committed to giving back and improving our surrounding areas at a national and local level

➤ Products

- Continue to search for ways to integrate electrification into our suite of products, with a focus on improved air quality and a reduced carbon footprint
- Booked several orders for fully electric and hybrid street sweepers
- Several fully electric dump truck bodies on display at NTEA Truck Show in 2024

➤ Resource Consumption

- Ongoing energy consumption assessments and adopting energy efficient measures to reduce CO2 emissions and energy intensity
- During 2023, our electricity and water consumption intensity were both more than 20% lower than our 2018 baseline, achieving our stated goal early
- Recently announced new goals to reduce energy, fuels and water consumption, and CO2 emissions by 10% by 2030, using 2022 as the baseline
- Launched environmental education and awareness programs to implement best practices
- Enhanced measuring and reporting practices and energy consumption audits

➤ Sustainability Report

- Published 2024 Sustainability Report in Q2 2024
- Completed annual Materiality Assessment
- Held Environmental Compliance Oversight Committee review



Appendix V: Non-GAAP Measures (Adjusted EBITDA)

Adjusted EBITDA and Adjusted EBITDA Margin

The Company uses adjusted EBITDA and the ratio of adjusted EBITDA to net sales (“adjusted EBITDA margin”), as additional measures which are representative of its underlying performance and to improve the comparability of results across reporting periods. We believe that investors use versions of these metrics in a similar manner. For these reasons, the Company believes that adjusted EBITDA and adjusted EBITDA margin are meaningful metrics to investors in evaluating the Company’s underlying financial performance. Other companies may use different methods to calculate adjusted EBITDA and adjusted EBITDA margin.

Adjusted EBITDA is a non-GAAP measure that represents the total of net income, interest expense, net, pension settlement charges, hearing loss settlement charges, acquisition and integration-related expenses (benefits), net, coronavirus-related expenses, restructuring activity, executive severance costs, debt settlement charges, purchase accounting effects, other income/expense, net, income tax expense, depreciation and amortization expense, and the impact of adoption of a new lease accounting standard, where applicable. Consolidated adjusted EBITDA margin is a non-GAAP measure that represents the total of net income, interest expense, net, pension settlement charges, hearing loss settlement charges, acquisition and integration-related expenses (benefits), net, coronavirus-related expenses, restructuring activity, executive severance costs, debt settlement charges, purchase accounting effects, other income/expense, net, income tax expense, depreciation and amortization expense, and the impact of adoption of a new lease accounting standard, where applicable, divided by net sales for the applicable period(s).

(\$ in millions)	2016	2017	2018	2019	2020	2021	2022	2023	2024
Net income	39.4	\$ 60.5	\$ 93.7	\$ 108.4	\$ 96.1	\$ 100.6	\$ 120.4	\$ 157.4	\$ 216.3
Add (less):									
Interest expense, net	1.9	7.3	9.3	7.9	5.7	4.5	10.3	19.7	12.5
Pension settlement charges	-	6.1	-	-	-	10.3	-	-	3.8
Hearing loss settlement charges	-	1.5	0.4	-	-	-	-	-	-
Acquisition and integration-related expenses (benefits), net	1.4	2.7	1.5	2.5	2.1	(2.1)	(0.5)	0.4	2.8
Coronavirus-related expenses	-	-	-	-	2.3	1.2	-	-	-
Restructuring	1.7	0.6	-	-	1.3	-	-	-	-
Executive severance costs	-	0.7	-	-	-	-	-	-	-
Debt settlement charges	-	-	-	-	-	-	0.1	-	-
Purchase accounting effects (a)	3.6	4.4	0.7	0.2	0.3	0.3	-	0.7	1.1
Other expense (income), net	1.8	(0.8)	0.6	0.6	1.1	(1.7)	(0.5)	1.8	1.2
Income tax expense	17.4	0.5	17.9	30.2	28.5	17.0	30.5	45.6	47.6
Depreciation and amortization	19.1	30.0	36.4	41.5	44.8	50.4	54.7	60.4	65.3
Deferred gain recognition (b)	(1.9)	(2.0)	(1.9)	-	-	-	-	-	-
Adjusted EBITDA	\$ 84.7	\$ 111.5	\$ 158.6	\$ 191.3	\$ 182.2	\$ 180.5	\$ 215.0	\$ 286.0	\$ 350.6
Net Sales	\$ 707.9	\$ 898.5	\$ 1,089.5	\$ 1,221.3	\$ 1,130.8	\$ 1,213.2	\$ 1,434.8	\$ 1,722.7	\$ 1,861.5
Adjusted EBITDA Margin	12.0%	12.4%	14.6%	15.7%	16.1%	14.9%	15.0%	16.6%	18.8%

(a) Excludes purchase accounting effects reflected in depreciation and amortization of \$0.3 M, \$0.4 M, \$0.5 M, \$0.6 M, \$0.4 M, \$0.4 M, and \$0.2 M for 2016, 2017, 2018, 2019, 2020, 2021, and 2024, respectively.

(b) Adjustment to exclude recognition of deferred gain associated with historical sale lease-back transactions. Effective 2019, the Company no longer recognizes the gain due to the adoption of new lease accounting standard.

Appendix V: Non-GAAP Measures (Cash Conversion, Net Debt Leverage and Free Cash Flow)

Cash Conversion

Cash conversion is a non-GAAP measure that is computed by dividing net cash provided by operating activities by net income (represented as a percentage). The Company believes that cash conversion provides investors with a view of the Company's ability to convert its earnings into cash. Other companies may use different methods to calculate cash conversion.

(\$ in millions)	2020	2021	2022	2023	2024	Total
Net Cash Provided by Operating Activities (A)	\$ 136.3	\$ 101.8	\$ 71.8	\$ 194.4	\$ 231.3	\$ 735.6
Net Income (B)	\$ 96.2	\$ 100.6	\$ 120.4	\$ 157.4	\$ 216.3	\$ 690.9
Average Cash Conversion (2020-2024) (A/B)						106%

Net Debt Leverage

Net debt leverage is a non-GAAP measure that is computed as total borrowings and finance lease obligations less cash and cash equivalents, divided by trailing twelve months Adjusted EBITDA (as separately defined within). The Company believes that net debt leverage provides investors with a view of the Company's ability to generate earnings sufficient to service its debt. Other companies may use different methods to calculate net debt leverage.

(\$ in millions)	2024
Total Borrowings and Finance Lease Obligations	\$ 223.8
Less: Cash and Cash Equivalents	(91.1)
Net Debt as of Q4 2024	\$ 132.7
Adjusted EBITDA	\$ 350.6
Net Debt Leverage	0.4x

Free Cash Flow

Free cash flow is a non-GAAP measure that is computed as net cash provided by operating activities less purchases of property and equipment. Management believes that free cash flow provides investors with a relevant measure of liquidity and is a useful basis for assessing the Company's ability to fund its activities and obligations. Other companies may use different methods to calculate free cash flow.

(\$ in millions)	2016	2017	2018	2019	2020	2021	2022	2023	2024
Net Cash Provided by Operating Activities	\$ 26.7	\$ 73.5	\$ 92.8	\$ 103.4	\$ 136.3	\$ 101.8	\$ 71.8	\$ 194.4	\$ 231.3
Less: Purchases of Property and Equipment	(6.1)	(8.0)	(14.1)	(35.4)	(29.7)	(37.4)	(53.0)	(30.3)	(40.6)
Free Cash Flow	\$ 20.6	\$ 65.5	\$ 78.7	\$ 68.0	\$ 106.6	\$ 64.4	\$ 18.8	\$ 164.1	\$ 190.7

Appendix VI: Executive Compensation Aligned with Long-term Objectives

- The Company continues to focus on executing against a number of key long-term objectives, which include (i) creating disciplined growth; (ii) improving manufacturing efficiencies and costs; (iii) leveraging invested capital; and (iv) diversifying our customer base

One Year

Three Years

Ten Years

Cash Bonus (STIP) ➤ Earnings (60%) ➤ EBITDA Margin (20%) ➤ Individual Objectives (20%)			Short-Term <u>Annual Goals</u> 1. Profitability and growth 2. Market share
Performance Share Units ➤ EPS (75%) ➤ Return on Invested Capital (25%) ➤ Relative TSR (modifier)			Long-Term <u>3-year Performance and Vesting Periods</u> 1. Profitability and growth 2. Shareholder value creation 3. Efficient use of capital 4. Facilitates stock ownership 5. Executive retention 6. TSR component introduced in 2022 to measure performance vs. peers
Restricted Stock Awards			Long-Term <u>3-year Cliff Vesting</u> 1. Executive recruitment 2. Executive retention
Share Price Appreciation ➤ Stock Options			Longer-Term <u>3-year Ratable Vesting Period and 10-year Exercise Period</u> 1. Shareholder value creation 2. Facilitates stock ownership 3. Executive retention

Appendix VII: Investor Information

Stock Ticker: NYSE:FSS

Company website: federalsignal.com/investors

HEADQUARTERS

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