



Vehicles for life

2021 SUSTAINABILITY REPORT

VISION & MISSION

The REV Group Vision, Mission, and Values provide a focal point that aligns our entire network and ensures we are all working toward the same goals. We succeed when we incorporate these foundational principles in our work and in our relationships with each other and our customers.

VISION

REV GROUP'S VISION IS TO IMPROVE THE QUALITY OF LIFE FOR CUSTOMERS AND COMMUNITIES BY PROVIDING QUALITY, SERVICE, AND INNOVATION IN OUR SPECIALTY VEHICLES.

MISSION

REV GROUP'S MISSION IS TO PROVIDE OUR CUSTOMERS—WHETHER FIRE DEPARTMENTS, SCHOOLS, TRANSIT AGENCIES OR FULL-TIME RVERS—WITH VEHICLES THEY CAN DEPEND ON WHEN IT MATTERS MOST.



VALUES



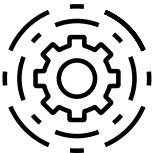
DO WHAT'S RIGHT

We act with integrity and transparency, always. We keep our commitments and earn trust through our actions.



SAFETY IS LIFE

The safety of our people, and those who travel in our vehicles, is one of our top priorities. It's more than the way we work, it's a way of life.



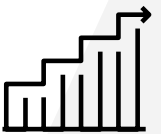
WIN AS ONE

We value diversity in our teams, respect alternative perspectives and are accountable to each other to fulfill our goals.



BUILD LASTING TRUST

Customers depend on our vehicles and support through the entire lifecycle of their purchase. We will build that trust through transparency and respect, and by providing quality vehicles and attentive service.



THINK LIKE AN OWNER

Each of us plays a vital role in our success. We innovate, execute and use our resources wisely to create value for our stakeholders.

VALU



A MESSAGE FROM OUR CEO



Welcome to REV Group’s third annual Sustainability Report, in which we share our continued efforts to improve Environmental, Social, and Governance (ESG) issues that impact the strategy and success of our businesses.

2021 was a year of assessment, adaptation, and transformation for REV Group. We continued work to build upon 2019’s Sustainability Materiality Assessment and advanced a foundation for reporting and engagement of ESG topics. We engaged third parties to identify opportunities for improvement and assist in the establishment of industry best practices. Our board of directors implemented the policy which requires consideration and interview of a diverse candidate pool for future board seat vacancies. We advanced our EV leadership within the specialty vehicle industry by launching several electric and alternative fuel vehicles in our fire, ambulance, and commercial divisions.

Our longstanding motto of “Vehicles for Life” has never been more important as families seek a return to outdoor leisure activities and the nation dedicates even greater resources to the health and safety of its communities.

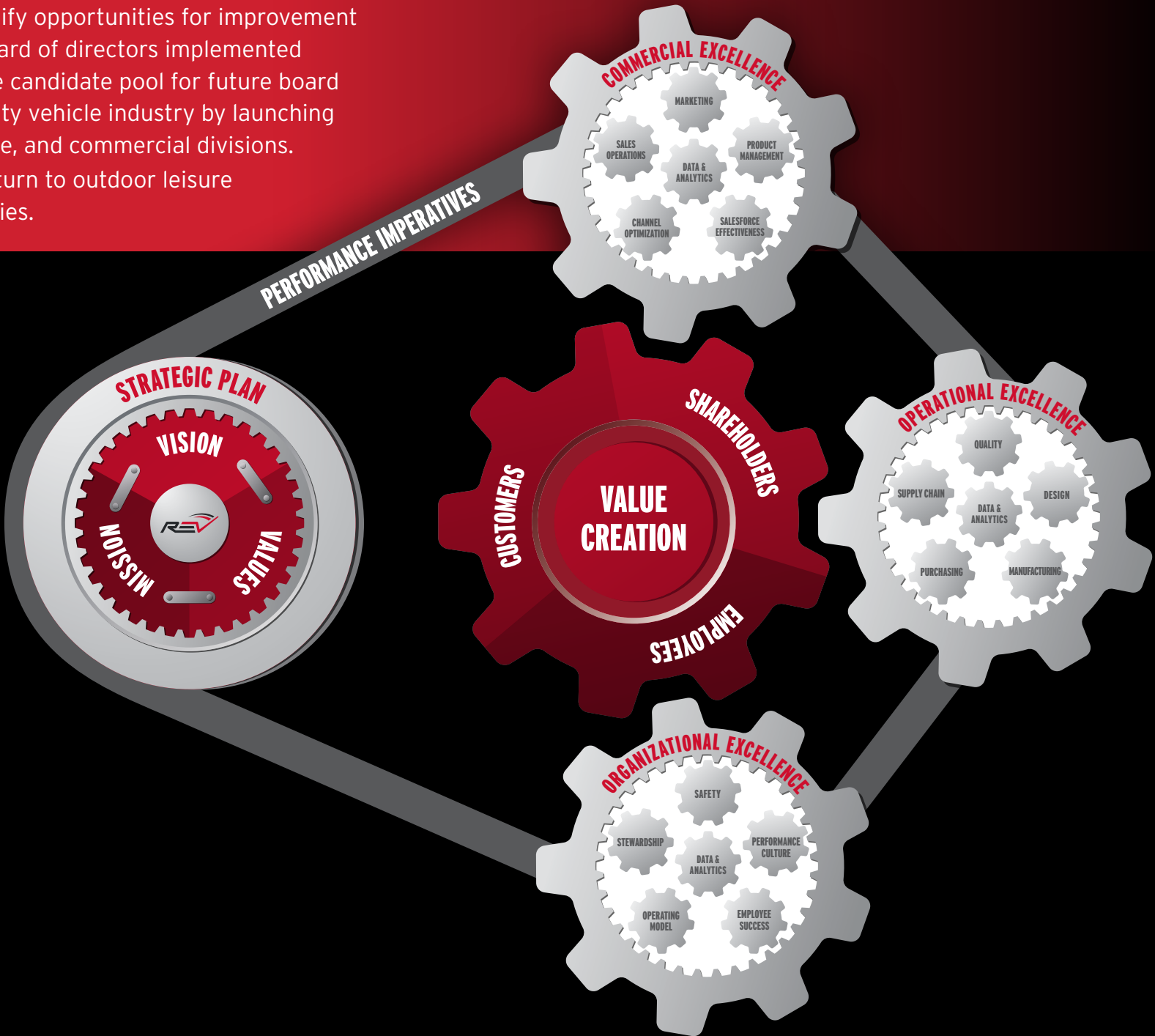
While our motto remains the same, we refreshed REV Group’s Vision, Mission, and Values with the introduction of the REV Drive Business System. This operating model is our strategic approach and winning formula to create value for our employees, customers, and shareholders. The system identifies, prioritizes, connects, and aligns our capabilities to achieve our goals. REV Drive allows us to standardize processes and training, streamline reporting, and accelerate the mindset of continuous improvement in REV’s culture. As part of REV Drive and Operational and Organizational Excellence, we invested in the training of our employees, achieving 700 trained in Lean Certification, 42 trained in Design for Six Sigma (DFSS) Belts and 54 trained in Value Analysis & Value Engineering.

We will continue to measure our performance and expand our scope of priorities as an industry leader and champion of sustainability and safety. As we look to 2022 and beyond, I am proud of the progress we have made and our plans to continue our journey. This journey reflects our commitment to improving the quality of life for our customers and communities by providing quality, service, and innovation in our specialty vehicles.

Sincerely,

Rodney N Rushing
REV Group, Inc., President and CEO

REV DRIVE Business System



MATERIALITY **ASSESSMENT**

We conducted our first Sustainability Materiality Assessment in 2019, following Global Reporting Initiative standards for identifying and prioritizing environmental, social, and governance (ESG) issues that directly and indirectly influence our business and the decisions of our stakeholders.

A team identified and prioritized 35 ESG topics based on the significance of their impact and viewpoints of external stakeholders.

IN 2021, WE USED THE MATERIALITY ASSESSMENT AS THE FOUNDATION FOR OUR REPORTING AND ENGAGING ON ESG TOPICS, WHILE EVALUATING ADDITIONAL INPUTS OF EMERGING RISKS, OPPORTUNITIES, AND STAKEHOLDER VIEWS. OUR ENHANCED REPORTING AND FOCUS FORM THE BASIS OF OUR SUSTAINABILITY REPORTING ON THE BELOW TOPICS.



PRODUCTION AND VALUE CREATION
(economic performance, innovation)



EMPLOYEE AND TALENT MANAGEMENT
(employees, training, education, diversity, equal opportunity)



LOCAL COMMUNITIES



ETHICAL BEHAVIOR
(anti-competitive behavior, non-discrimination, anti-corruption)



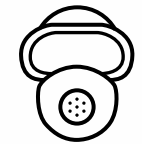
DATA SECURITY AND PRIVACY



ENVIRONMENTAL FOOTPRINT
(energy, emissions, water)



ENVIRONMENTAL COMPLIANCE
(fines, penalties, spills)



OCCUPATIONAL HEALTH AND SAFETY



VEHICLES
FOR LIFE

COMPANY OVERVIEW

REV Group® companies are leading designers and manufacturers of specialty vehicles and related aftermarket parts and services that serve a diversified customer base, primarily in the U.S., through three segments: Fire & Emergency, Commercial, and Recreation. They deliver customized vehicle solutions for applications, including essential needs for public services (ambulances, fire apparatus, school buses, and transit buses), commercial infrastructure (terminal trucks and industrial sweepers), and consumer leisure (recreational vehicles). REV Group's diverse portfolio is made up of well-established vehicle brands, including many of the most recognizable names within their industry. Several REV Group brands pioneered their specialty vehicle product categories and date back more than 50 years. REV Group trades on the NYSE under the symbol REVG.



APPROXIMATELY
7,000
TEAM MEMBERS



17
BUSINESS UNITS



\$2.38B
NET SALES



\$4.4M
SPENT ON RESEARCH
AND DEVELOPMENT



\$518.8M
TOTAL SHAREHOLDER
EQUITY

Company estimates are approximate as of October 31, 2021.

PRODUCT OVERVIEW

REV Group brands have approximately 209,000 vehicles in service today—which we believe is a testament to our customers’ loyalty and the trust they place in our products. With one of the most diverse specialty vehicle portfolios in the industry, we build vehicles that help fight fires, transport patients, move freight at ports, offer mobility to people with disabilities, carry children safely to school and unite families.

ONE OF THE BROADEST SPECIALTY VEHICLE PORTFOLIOS IN THE INDUSTRY

FIRE AND EMERGENCY



PUMPER/TANKER



AERIAL FIRE TRUCK
WITH LADDER



AIRCRAFT RESCUE
FIREFIGHTING



AMBULANCE TYPE I



AMBULANCE TYPE II



AMBULANCE TYPE III

COMMERCIAL



TYPE A SCHOOL BUS



TRANSIT BUS



TERMINAL TRUCK



SWEEPER

RECREATION



CLASS A DIESEL
CLASS A GASOLINE



CLASS B



CLASS C



SUPER C



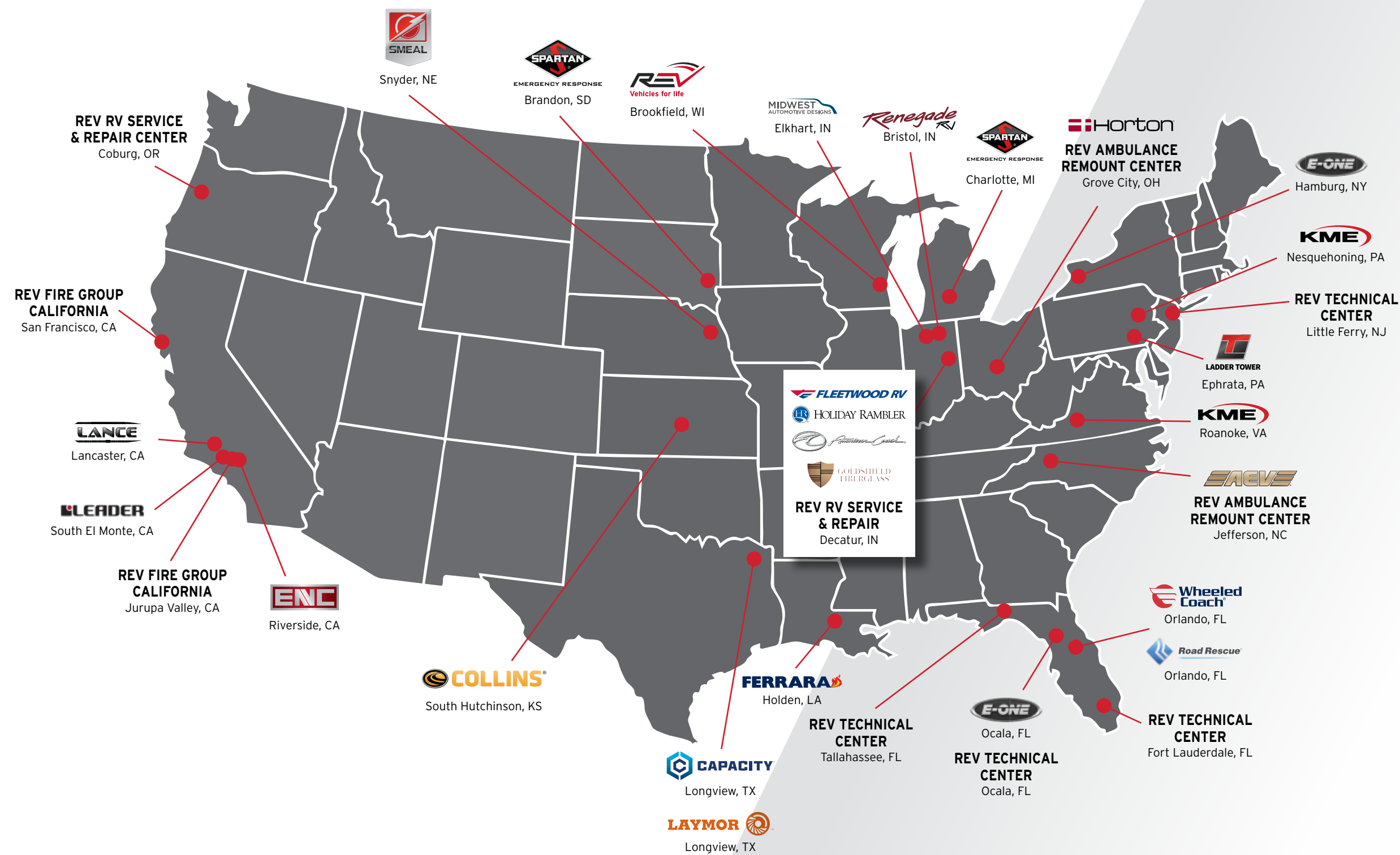
TRUCK CAMPER



TRAVEL TRAILER

FACILITY LOCATIONS

REV Group subsidiaries operate manufacturing and support facilities throughout the U.S. At each of these locations, we focus on operational excellence, incorporating the most efficient and lean manufacturing processes.





OPERATING & INNOVATING
SUSTAINABLY

PRODUCT INNOVATION

REV Group companies continue to innovate our product offerings to meet our customers' changing needs. We meet their demands for more sustainable products and services through our alternative fuel solutions and remount services. Not only do these efforts reduce the environmental impact of our products and operations, they may also provide customers with investment and operational cost advantages.

LAUNCH OF VECTOR™; THE FIRST NORTH AMERICAN-STYLE FULLY ELECTRIC FIRE TRUCK

REV Fire Group introduced the first North American-style fully electric fire truck. Developed with technology partner Emergency One Group LTD, this new electric fire truck packs 316 kWh of proven automotive-grade batteries to deliver the longest electric pumping duration in the industry. This enables departments to drive and pump on electric only.



ALL-ELECTRIC AMBULANCES

REV Group partnered with Lightning eMotors to develop the first U.S. zero-emissions, all-electric ambulance. Available to government agencies, municipalities, commercial operators, hospitals, and non-profit organizations, the ambulance is a high roof Transit van which offers up to 105 kWh of battery capacity that can be charged via Level 2 AC charging or DC fast charging. This model is equipped with dual rear wheels, providing a 10,360 lbs. gross vehicle weight rating (GVWR).



PRODUCT INNOVATION (CONTINUED)

ELECTRIC AND HYDROGEN-POWERED TERMINAL TRUCKS

Capacity Trucks and Hyster-Yale Group joined forces to address growing demand for environmentally sustainable terminal tractor solutions in port, terminal, and distribution center markets. The two companies signed a memorandum of understanding to co-develop electric and hydrogen-powered terminal tractors with automation-ready capabilities.



HYDROGEN FUEL CELL ELECTRIC TERMINAL TRUCK

Capacity Trucks produced the first North American hydrogen fuel cell electric hybrid terminal truck, built from the ground up. The company has manufactured two of these trucks, which are currently in operation at the Port of Long Beach, CA.



PRODUCT INNOVATION (CONTINUED)

ZERO-EMISSIONS, ALL-ELECTRIC TYPE A SCHOOL BUS

Collins Bus and Lightning eMotors partnered to manufacture and deploy zero-emissions, all-electric Type A school buses. The all-electric Type A school bus will have a gross vehicle weight of 14,500 lbs. and will feature state-of-the-art NMC batteries using industry-leading battery thermal management and safety systems.



FULLY ELECTRIC TRANSIT BUS

EIDorado National (California), or ENC, launched its fully electric Axxess bus, a true zero-emissions transportation solution. In addition to being the first zero-emissions, zero-corrosion battery electric bus (BEB), it is the first to offer 40', 35' and 32' bus lengths.

ENC's BEB is built on the proven Axxess platform, which has over 20 years of trusted performance and is the only EV bus in the industry that features a zero-corrosion, 100% 304-grade stainless steel body structure/composite exterior.



PRODUCT INNOVATION (CONTINUED)

REV FIRE GROUP

At the FDIC convention in August 2021, REV Fire Group displayed the latest in technological advancements at our REV Fire World of Innovation and Protection booth.

- **SMART REACH™ MULTI-STANCE™ SYSTEM:** This patented new Smeal ladder and outrigger control system offers 360-degree, no dead-zone functionality on aerials that can be adapted to the scene while maintaining full reach. The Smart Reach control console provides real-time data, and its electric and hydraulic aerial controls offer the ultimate in smooth operation. It also offers Advance Rung Lighting, a series of RGB LED light strips that can have customized patterns running the length of the ladder.
- **SMARTFLO™:** This integrated pressure governor system for fire apparatus allows control of both water flow and foam from one location. It features a one-button pump shift for ease of operation, automatic pump protection, and a camera display of the officer's side, offering firefighters total control at any fire scene.
- **ECO IDLE-TEC™:** This idle reduction system, specifically designed for fire apparatus, shuts off the main engine during EMS and rescue calls, eliminating loud diesel engine noise and exhaust while maintaining power for lighting, air conditioning, and more. This reduces operating costs, protects the environment, and improves driver safety and comfort.
- **ACTIVE AIR PURIFICATION SYSTEM:** Designed with advanced Photohydroionization® (PHI Cell) and UV technology, these units kill 99% of pathogens, including the virus that causes COVID-19, in the air and on surfaces, delivering better air quality and a safer cab environment.



SMARTREACH™
MULTI-STANCE™

SMART FLO

**ACTIVE AIR
PURIFICATION**
with RGF-PKG™ technology

ECO IDLE-TEC

GREENHOUSE GAS EMISSION ESTIMATES

EMISSION REDUCTION
Metric Tons per Year (per Vehicle)

10

EQUIVALENCY
Number of Passenger Vehicles
Eliminated from the Road

2



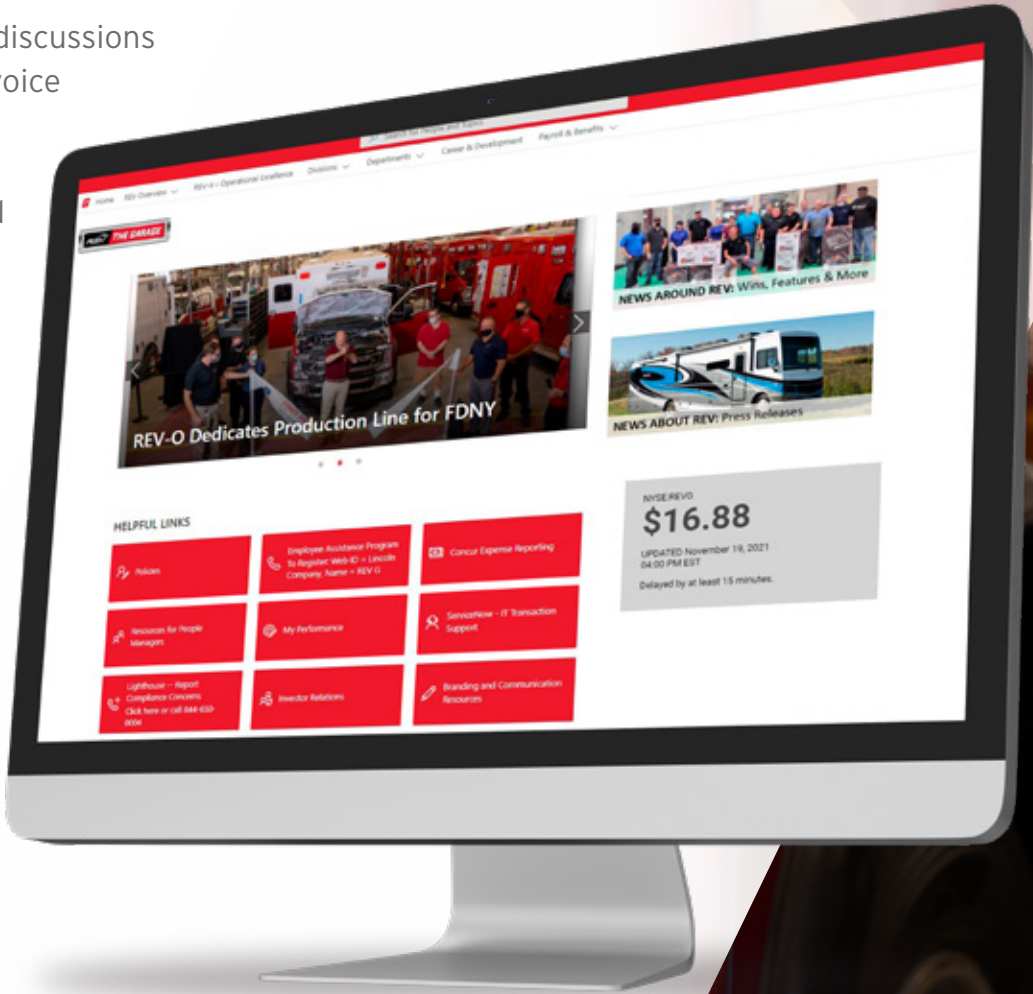
RECOGNIZING
OUR PEOPLE

CULTURE & COMMUNICATION

In 2021, we introduced our corporate-wide Vision, Mission, and Values through organized employee meetings at our corporate headquarters and every business unit. We also began producing a quarterly video, *The Road Ahead*, featuring a discussion of business topics by the CEO and an in-depth spotlight on one of our core values. Employees can access the videos online through The Garage intranet or view them during quarterly business unit “townhall” meetings.

The geographic spread of our production facilities across the U.S. presents challenges for employee communication, so in 2021 we introduced a company-wide intranet site called The Garage. The site is accessible to all employees through their company-issued computers, breakroom kiosks, and personal mobile devices. It serves as a platform for sharing important internal company news, employee development resources, and benefits information, while reinforcing our Values, REV Behaviors, and key messages from senior leadership. Employee spotlights recognize employees achieving exceptional results while demonstrating our values to a company-wide audience. The Garage will help foster a more unified culture while embedding our values across our workforce.

Lastly, we resumed our regular employee roundtable discussions at all business units. This forum allows employees to voice concerns and offer suggestions to improve the work environment. Leaders participate in the forum, listening carefully to concerns. Issues are documented and posted with responses at the business unit shortly after the discussions.



COMMUNITY INVOLVEMENT

REV Group is committed to making a positive social impact on the communities where we operate. We empower and encourage our brands and their teams to identify areas of need in their communities and take actions to address those needs. That can be anything from making monetary donations to collecting goods to volunteering their time. We are proud of the generosity and heartfelt dedication of our brands and their teams.

In 2021, we participated in over 50 volunteer events across the U.S. and raised over \$150,000 to support our community initiatives, which included:

- Collecting toys for Marine Toys for Tots
- Hosting school supply drives

- Adopting a family in Ocala, paying three months of their rent
- Supporting the Diversity and Inclusion Committee for the Human Resources Association of Central Ohio
- Mentoring participation with Opportunities for Ohioans with Disabilities (OOD)
- Packing 13 pallets, totaling over 9,000 lbs. of frozen food for Feeding America Eastern Milwaukee



The Capacity Trucks team raised money for Mercy Manor’s Baby Bottle Campaign to support young individuals facing crisis pregnancy in our community.



After Hurricane Ida, the team at Ferrara Fire Apparatus saw a need to serve the surrounding communities. They converted a 28' trailer and used it to provide meals to local fire departments and families affected by the storm.

The team at Collins Bus delivered much-needed supplies to the Ferrara Fire Apparatus facility in Louisiana, which was greatly impacted by Hurricane Ida.



In June 2021, REV Group hosted its third annual “Tribute to First Responders” at the NTT IndyCar Series REV Group Grand Prix at Road America in Wisconsin. Over 1,000 first responders took advantage of the free entry and enjoyed the tribute activities.

REV BEHAVIORS

In 2019, we introduced a holistic set of REV Behaviors to guide our employees and managers in how they interact and work with each other. These behaviors have been integrated into all aspects of our business, including performance management, recruitment, training, and employee development.

We continued to embed REV Behaviors into our culture, including them in supervisory training and developing a video that details the behaviors. We also offered learning resources on the REV Behaviors, which were published and accessible to all employees on our intranet site.

EMPLOYEE



- Takes Action to Get Things Done
- Works Well with Others
- Owns the Work
- Focuses on the Customer
- Communicates Effectively
- Commits to Personal Improvement

SUPERVISOR/MANAGER



- Builds a Winning Team and a Good Work Experience
- Directs Work and Ensures Accountability
- Communicates with Respect

SENIOR LEADERSHIP



- Drives the Vision
- Manages Complexity
- Thinks Strategically and Applies Business Insights
- Attracts Top Talent



HEALTH & WELL-BEING

Our employees play a tremendous part in our company’s ultimate success. That’s why a core tenet of our people strategy is to ensure they receive an attractive and competitive benefits program. In addition to the compensation package, a selection of benefits offered through our program helps guarantee the financial, emotional, and physical well-being of the employee’s family needs.

- **EMPLOYER MATCH 401K**

The company 401(k) retirement plan transitioned to Fidelity in 2021, providing our employees and families access to robust financial planning and retirement planning tools.
- **HEALTH CLUB BENEFIT**
- **WELLNESS ASSESSMENT BENEFIT**
- **TELEMEDICINE VISITS**

In response to the pandemic, the medical plan was enhanced to allow telemedicine visits, allowing employees and their families to continue engaging with their healthcare providers in a safe manner.
- **TELADOC MENTAL HEALTH SERVICES**

To make it easier and more cost-effective for employees and their families to access mental health services, REV Group has expanded the Teladoc program to include mental health services.

CONTINUED PROTECTION THROUGH THE PANDEMIC

During 2021, we remained focused on protecting our employees from the impacts of the COVID-19 pandemic, as surges and new variants provided challenges and disruptions throughout the year. We maintained our focus on providing the right protections for our employees while sustaining business operations. We continued to align our procedures to CDC guidance, setting expectations and auditing the use of face masks, social distancing, and disinfection protocols. Many of our businesses worked directly with their local health departments for additional guidance on evaluation and enhancement of their protections.

In addition, we continued to communicate our reporting and response protocols to employees, promoting early reporting of symptoms, testing and/or exposure to a COVID-positive case. Once reported, the protocols were followed to quarantine and monitor impacted employees, removing the potential concern from the work environment.

As COVID vaccines became available, we actively communicated and promoted vaccinations among our workforce. Each business unit worked directly with its local health department and/or medical clinics to coordinate on- and off-site COVID vaccine clinics for our employees.



TRAINING & EDUCATION

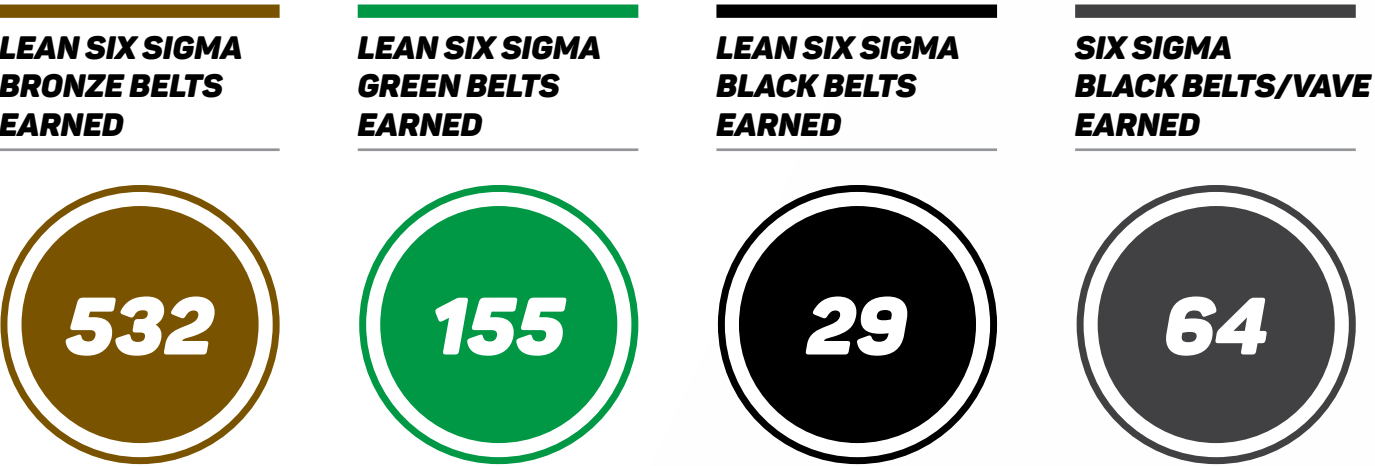
REV Group continues to focus on training our workforce in targeted ways. In 2021, we established an Operational Excellence function teaching important operations skills to employees and supervisors.

Overall, more than 2,300 of our approximately 7,000 employees have been certified or are working toward certification by the end of 2022.

We also extended our Supervisor Fundamentals training curriculum to nine modules last year. When COVID risks prevented in-person classroom training, we carefully shifted to virtual-led instruction to avoid training interruptions. Content covered a range of leadership topics, including Communicating & Giving Feedback Effectively, Managing Conflict, and Appreciating Differences. During our fiscal year, 315 supervisors completed 9 sessions each, equating to approximately 16 hours of leadership training for each supervisor.

Our learning management system, MY LEARNING, continues to offer self-directed online learning. We successfully migrated our Lance Camper facility onto our systems, allowing them to access the full catalog of offerings. We rotate our titles quarterly, with an emphasis on leadership, business skills, safety, and personal development skills training.

OPERATIONAL EXCELLENCE FUNCTION TRAINING



As of October 31, 2021.



PERFORMANCE & TALENT MANAGEMENT

We made additional investments in employee development in 2021, implementing an online succession tool to track our progress on identifying and developing successors for leadership roles. The system also enables all salaried employees (system users) to document their personal career aspirations, employment history, and education credentials/certifications. Supervisors will use this information to better understand individuals' skillsets and career goals. Employees also gained access to a new career development goal plan tool where they can document and discuss with their supervisor their progress on specific development items.

We continue to train supervisors and salaried/office-based employees with computer access on our performance management system to improve the flow of performance feedback. For the first time, employees were able to submit a personal assessment of their 2021 performance online to their supervisors. Over 80% of employees completed their assessment, providing solid input for their annual performance review. Supervisors were also trained to use the system to request performance feedback from other employees, vendors, and customers, enabling richer feedback and more accurate evaluations.

ANTI-CORRUPTION & ANTI-BRIBERY TRAINING

We are committed to conducting our business free of any corruption, bribery, anti-competitive behavior, and improper influencing actions when dealing with government officials or any other person in a position to influence official action. Our Code of Conduct and various company policies detail what is expected of employees in numerous areas, such as anti-corruption, insider trading, conflicts of interest, and prohibiting company contributions of money or services to political parties. We conduct periodic employee training to ensure employee adherence to the code and policies, and provide the Audit Committee, Nominating and Corporate Governance Committee, and the Board of Directors with annual reports on our efforts, including any significant disciplinary and other remedial actions taken in the event of violations.

In support of our company-wide values (Do What's Right), in 2021, we trained our workforce on several key compliance topics. All employees were trained on our Code of Conduct policy as well as Anti-Harassment and Discrimination. REV Group Sales, Accounting, and Finance staff completed OFAC/International Export training. Executives and other employees identified as insiders participated in insider training, while Finance, Supply Chain, Purchasing, and Sales employees completed anti-bribery training.



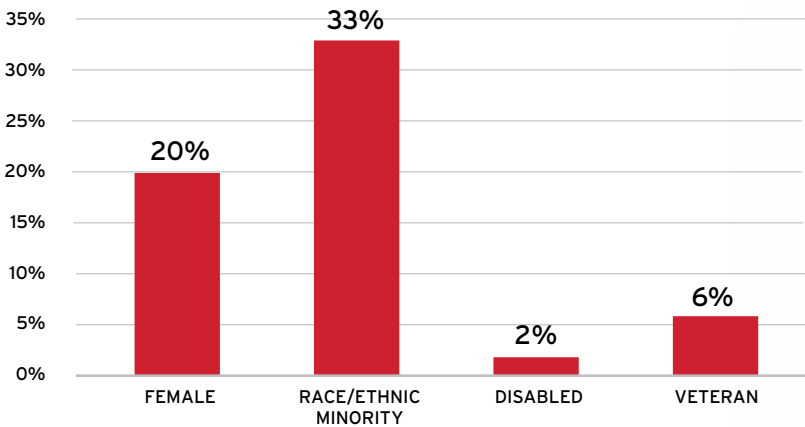
DIVERSITY, EQUITY & INCLUSION

Diversity, Equity & Inclusion remain important considerations in how we run our business at REV Group. In 2021 we took several steps to increase our awareness and shape our culture around this important principle. We embedded diversity training into our Supervisor Fundamentals program with participation from over 300 supervisors across the company. We also trained all employees companywide in our Code of Conduct policy and anti-harassment and discrimination. Apart from training, we began identifying minority and female employees in our talent review process, tracking and monitoring their individual development using our new succession management system. The introduction of our company-wide intranet, The Garage, will assist us in creating greater awareness, including periodic diversity spotlights such as African American and Hispanic heritage months. In 2021, we analyzed our minority/gender representation to create a baseline for growing the diversity of our workforce. The data will feed into our executive committee's commitment to develop and sponsor company-wide DE&I goals in 2022. Goals will include intentionally sourcing and growing a more diverse candidate pool as we staff senior leadership positions and further training supervisors on Diversity, Equity & Inclusion. Lastly, it is our nominating committee and management's strong intention to achieve Board of Director representation equal to or more diverse than other companies in our industry.

LEADERSHIP DIVERSITY BY LEVEL			
	Sr. Leadership	Directors	Mgrs./Sr. Mgrs.
Total	36	83	52
Female*	8%	18%	12%*
Minority*	9%	5%	21%
Veteran	11%	11%	2%
Disabled	0%	3%	0%

*Includes two minority females also reflected in the minority count.

ALL REV GROUP EMPLOYEES – DIVERSITY



GOVERNANCE & ETHICS

We are committed to the highest possible standards of ethical, moral, and legal business conduct. Employees are made aware that their supervisors, the human resources department, the legal department, and our Compliance Hotline are all avenues for employees to confidentially and/or anonymously raise concerns, in good faith, with the reassurance that they will be protected from retaliation, harassment, or victimization. Individuals may report concerns as to any questionable accounting or auditing matters, violations of REV Group's Code of Conduct, or any other serious concerns that could have an adverse impact on the business or our stakeholders; and all reports will be investigated. All new hires are trained on our Code of Conduct and refresher training is conducted on a routine basis.

In FY21, we received 30 reports to our Compliance Hotline of potential Code of Conduct violations, equivalent to slightly more than 4 reports per 1,000 employees. All reports are investigated and closed out in a timely fashion. Remediation plans, dependent on the nature of the report and information provided, are implemented for all reports that are not considered unfounded. Reports regarding financial statements or other disclosures, accounting irregularities, auditing matters, violation of the securities laws or other laws and violations of the Code of Conduct are disclosed to, and monitored by, the Audit Committee, and/or the Nominating and Corporate Governance Committee of the Board of Directors.

RESPECTFUL WORKPLACE

We strive to be a company where the best people want to work, where people are hired and advanced on their merits and where opportunities to develop are widely available. We are fully committed to equal employment opportunity to ensure we are in compliance with both the letter and spirit of fair employment laws relating to, but not limited to, race, sex, color, religion, national origin, age, disability, protected veteran's status, pregnancy, genetic information, sexual orientation, gender identity, or any other basis prohibited by law.

We also undertake affirmative action to assure equal opportunity for minorities and women, for persons with disabilities, and for protected veterans.



INFORMATION SECURITY

We continue to place a substantial emphasis on our Enterprise Cybersecurity program to protect REV Group, our brands, employees, customers, vendors, and business partners from a wide range of cyber threats. Our work to enhance the environment and protect these stakeholders and their data is ongoing.

REV Group enterprise policies and standards, as well as our internal processes, are based on globally recognized standards, including NIST 800-53, ISO 27001, and the ITIL framework. These governing documents guide how we operate in areas such as Identify and Access Management, Vulnerability Management, IT Change Management, Network Security, and other key areas of Information Technology.

We continue to enhance our program by improving awareness initiatives such as phishing campaigns and training sessions. We maintain an ongoing partnership with world-class security firms and implement enhancements with top-tier security tools. This work allows us to safeguard REV Group, our employees, partners, and shareholders from an increasing number of cyber threats around the globe.



+750K malicious/phishing emails blocked in FY21



TRAINING AND PROMOTING WITH EMPLOYEES

Cybersecurity blog on the company intranet for Cybersecurity Awareness Month

SUPPLY CHAIN *MANAGEMENT*

We embarked on a sourcing and procurement transformation in early 2021, which included four appointments to REV Group’s global sourcing and supply chain team, representing the Fire & Emergency, Commercial, and Recreation segments.

In addition, REV Group announced a multi-year agreement with Consus Global, a global procurement solutions integrator and services provider, to further drive supply base optimization, automation, productivity, and working capital value from the REV Supply Chain.

As part of the partnership with Consus, REV has implemented Ivalua, a leading provider of global Spend Management Cloud solutions, to achieve a more focused and faster source-to-contract cycle.

Benefits include:

- **SHORTENED SOURCING CYCLE TIMES**
- **100% VISIBILITY OF SOURCING PROCESSES**
- **ADOPTION OF BEST-IN-CLASS STRATEGIC SOURCING PRACTICES**
- **COMPETITIVE BIDDING TO DRIVE COST SAVINGS**
- **ENFORCEMENT OF PROCUREMENT COMPLIANCES**

SUPPLIER CODE OF ETHICS

We encourage all suppliers to adhere to our Supplier Code of Ethics, which covers issues such as labor, human rights, workplace safety, and environmental compliance. Suppliers must operate in full compliance with all applicable laws, rules, and regulations at all times and conduct business in an honest and ethical manner.

CONFLICT MINERALS

We are committed to ensuring that our products do not incorporate conflict minerals sourced from entities that directly or indirectly finance conflict in the Democratic Republic of Congo or adjoining countries. Our Conflict Minerals Policy encourages suppliers to perform sufficient due diligence into their supply chain to determine whether products sold or provided to us contain tin, tantalum, tungsten, or gold, and, if so, whether and to what extent those metals are sourced from conflict-free smelters. Suppliers must report the results of their due diligence to ensure we comply with all our legal obligations and policy goals.



**ENVIRONMENTAL,
HEALTH & SAFETY**

ENVIRONMENTAL, HEALTH & SAFETY

Safety is Life, within the REV Values, sets the tone for our pursuit of Environmental, Health and Safety Excellence. The REV Drive Business System reinforces the prominent role of EHS Excellence through Safety and Stewardship contained within our Organizational Excellence gear. This is where we make commitments to our employees and communities, and minimize our environmental impact for a sustainable future.

The EHS Excellence Roadmap is our standardized EHS management system that sets the principles, policies, team structures, and tools needed to build a culture at each business unit where everyone can engage in our journey to excellence. EHS Excellence sets a foundation in compliance with federal, state, and local (OSHA, EPA, etc.) regulations and builds beyond using industry best practices (ANSI, ACGIH, NFPA, etc.) and shared lessons learned to continually improve the working conditions for and engagement of all employees.

Risk assessments and the hierarchy of controls methodology are core components of the EHS Excellence Roadmap. Compliance assessments ensure that basic risks are identified and appropriately controlled. Job hazard analysis and industrial hygiene monitoring further evaluate and continually improve employee health and safety within our operations.

The overall EHS strategy is overseen by an Executive EHS Committee that consists of the Chief Human Resources Officer, Divisional Presidents, and Business Unit Vice President/General Managers. This committee sets the tone for the EHS culture and provides oversight to the overall strategy and improvement. The impact of the committee’s work is evaluated during monthly operational reviews conducted by the Chief Executive Officer and Chief Financial Officer, where enterprise and business unit EHS performance is evaluated and reinforced as a core value to how we conduct business.

Each business unit is responsible for implementing the EHS Excellence Roadmap in a manner that supports their operations and the overall health and safety goals of REV Group. An annual review of the EHS Excellence Roadmap is conducted for each business unit. The business unit leadership team uses that assessment, as well as key leading metrics, to develop plans for improvement and modification. Employees have opportunities to engage in creating safe work environments by participating in the local safety committee and Kaizen events, or raising concerns directly with their Team Leaders and supervisors during the daily health and safety huddle.

EHS PHILOSOPHY

- I. All incidents are preventable, therefore unacceptable.
- II. Our business units have the obligation to design facilities, processes and products to protect our employees and the environment.
- III. Every employee is responsible and accountable for EHS performance.
- IV. Employees should report, eliminate, and safeguard against all acts and conditions detrimental to their health, safety, or the environment.
- V. Protecting our employees and reducing our environmental footprint create a sustainable future for our business.


ENVIRONMENTAL


We conduct regular environmental assessments of our business units to identify compliance deficiencies and minimize regulatory risk. Action items are implemented and tracked to correct any deficiencies and prevent recurrence.


Business units capture their regulatory requirements through a compliance calendar to track one-time and recurring tasks for monitoring, recordkeeping, and reporting activities.

FOOTPRINT

Environmental metrics, including energy use, water consumption, and air emissions, are tracked on a monthly basis to understand the organization’s current environmental footprint. The majority of our carbon emissions are related to heating and ventilating our facilities as our production processes are not energy intensive.

 ENERGY³	2019 Data ²	2020 Data ²	2021 Data ²
Fuel Consumption (Non-Renewable) (mmBTU)	335,861	302,221	374,562
Fuel Consumption (Renewable) (mmBTU)	54,269	52,608	43,687
Electricity (mmBTU)	194,272	178,318	194,787
Total Energy Consumption (mmBTU)	584,402	533,147	613,036
Total Energy Consumption, Normalized ⁴ (BTU/USD)	243.5	234.0	257.6

 WATER CONSUMPTION	2019 Data ²	2020 Data ²	2021 Data ²
Water Consumption (Million Gallons)	29.7	18.1	36.2
Water Consumption, Normalized (Sales-Million Gallons/Billion USD)	12.4	7.95	15.2

 AIR EMISSIONS⁵ (Including GHG)	2019 Data ²	2020 Data ²	2021 Data ²
Scope 1 Greenhouse Gas (GHG) Emissions (metric tons CO ₂ e)	23,415	21,517	25,281
Scope 2 GHG Emissions (metric tons CO ₂ e)	25,936	23,806	26,097
Total Scope 1 and Scope 2 GHG Emissions (metric tons CO ₂ e)	49,351	45,323	51,378
Total Scope 1 and Scope 2 GHG Emissions Normalized (Sales-metric tons CO ₂ e/ Million USD)	20.6	19.9	21.6
Volatile Organic Compounds (VOCs-tons)	538.5	392.5	384.0
Nitrogen Oxides (NO _x -tons)	30.61	25.75	35.00
Sulfur Oxides (SO _x -tons)	0.79	0.62	0.98

ENVIRONMENTAL COMPLIANCE EVENT¹

ENVIRONMENTAL
FINES

1

TOTAL MONETARY
VALUE OF FINES

\$500

TOTAL REPORTABLE
SPILLS

0

ENVIRONMENTAL POLICY STATEMENT

We are committed to comply with all applicable environmental regulations and strive to reduce our environmental impact through sound management practices and decisions.

¹ Data based on fiscal year (November 1–October 31).

² Data is aggregate per fiscal year (November 1–October 31), for U.S. manufacturing operations only.

³ Scope 1 energy and emissions data does not include emissions from gasoline or diesel mobile sources.

⁴ Per fiscal year sales (November 1–October 31).

⁵ GHG emissions calculated using emission factors from EPA eGRID2016, February 2018; electricity emission factors based on U.S. Average of Total Output.

HEALTH & SAFETY GOALS

We strive to become an industry leader in safety performance by providing a safe workplace and culture focused on the protection and well-being of our employees, visitors, and others working in our facilities. Starting in FY2020, we set three-year stretch TRIR and LTIR targets for the enterprise and individual business units. While we have yet to achieve those targets, they provide a guide as we continue to make improvements in our injury prevention performance. In FY2021, our TRIR was reduced by 22%, while our LTIR remained relatively flat.

Our injury performance is the outcome of our work, but our primary focus remains on prevention activities. In FY2021, we enhanced our reporting to include leading metrics around developing job hazard analysis and completion of EHS action items. These key performance indicators created an opportunity for all levels of the organization, from front line to CEO, to engage in driving improvement in our work environments. This resulted in the creation of over 5,000 job-specific risk assessment and injury control documents which are used to train and reinforce safe work expectations for every employee who performs those jobs.

During FY2022, we will continue to focus on improving previous key performance indicators while also placing a greater focus on near miss and safety concern reporting.

	2018	2019	2020 ²	2021
Near Miss Rate	- ³	- ³	2.6	2.9
Total Recordable Injury Rate ¹ (2020 Industry Average: 4.8)	3.2	3.1	3.2	2.5
Lost Workday Case Rate ¹ (2020 Industry Average: 1.8)	0.6	0.5	0.5	0.5
Fatality Rate	0	0	0	0

¹ Incident Rate performance is based on U.S. facilities only. Injury Rate calculations based on the total number of injuries per 12-month period multiplied by 200,000 (representing 100 employees working 40 hours per week for 50 weeks per year), divided by the total hours worked. The industry average is based on NAICS 33612, Heavy Duty Truck Manufacturing.

² 2020 and 2021 data based on fiscal year (November 1-October 31) as of December 10, 2021. 2020 TRIR data was adjusted from previous reporting as certain injuries become OSHA recordable following the published date. 2018 and 2019 data based on calendar year.

³ Near Miss data for 2018 and 2019 is not readily or reliably available.



CAPACITY TRUCKS HONORED WITH LONE STAR SAFETY AWARD

The Texas Department of Insurance, Division of Workers' Compensation (DWC) recognized Capacity Trucks with a Lone Star Safety Award for its exemplary workplace safety program. To qualify, employers must have a proven safety program with injury rates below the national average for the previous three years and no work-related deaths within the past 12 months.

2021 SUSTAINABILITY REPORT



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Information in this report covers our fiscal year ended October 31, 2021 unless otherwise indicated.