



2023
**SUSTAINABILITY
REPORT**





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LETTER FROM OUR CEO

TO OUR STAKEHOLDERS:

We are pleased to publish REV Group's fifth annual Sustainability Report. The report highlights the progress of our continued efforts to innovate and improve our manufacturing processes, policies, and programs. In addition, the report provides an update on our commitment to deliver alternative fuel solutions for our specialty vehicles—from fire apparatus to terminal tractors—that minimize their environmental impact on the roads they travel and the workplaces they support with the goal of meeting our customers where they are on their sustainability journey.

Over the past five years, the importance of reporting on our sustainability strategy and Environmental, Social, and Governance (ESG) outcomes has become increasingly important. We've taken the time to collect and monitor data across our facilities to shape our actions for a more positive impact. Our progress in people (training, veterans, DEI), products (environmental and safety), and environmental footprint (emission reduction, waste reduction, increased recycling) demonstrates our dedication to improving the communities in which we operate.

Our ESG improvement each year relies on our 6,700+ employees across our facilities. They are the heart of REV Group. Our leadership team is committed to ongoing training, fostering an inclusive culture, and implementing solutions which allow our employees to work safely and responsibly.

This report details REV Group's 2023 highlights, including:

Environmental

- Engaging in multiple environmental projects to increase operational efficiency and reduce energy use, air emissions, and waste. Some of the specific projects are highlighted throughout the report and the results of these efforts can be found in reduced emissions, hazardous waste, and other metrics.

Social

- Demonstrating our commitment to fostering a diverse and inclusive workforce by hiring the best talent, and expanding the diversity of our workforce at all levels of the organization from the Board of Directors to front-line employees.
- Introducing My REV Hub, a suite of HR support options designed to provide our employees with an improved experience by increasing the access they have to HR support.

Governance

- Requiring REV Group's Board of Directors to complete a minimum of four hours of continuing education.
- Appointing a new, independent member to REV Group's Board of Directors. Maureen O'Connell is an NACD-certified director and offers a wealth of financial, executive, and Board experience.

As REV's tagline says, we make "vehicles for life." From critical infrastructure vehicles like ambulances, fire trucks, and buses, to vehicles that can enhance life experiences such as motorhomes and truck campers, we manufacture quality vehicles with integrated safety innovation to protect the firefighters, drivers, and families traveling in



our vehicles. And we do this in a manner that not only creates a safer and healthier today, but also a better tomorrow for future generations.

Thank you to our employees, customers, shareholders, and other stakeholders for your continued support of our sustainability efforts.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Mark Skonieczny, Jr.', written over a light blue circular background.

Mark Skonieczny, Jr.
REV Group, Inc., President and CEO

ABOUT OUR COMPANY





VISION, MISSION AND VALUES

The REV Group Vision, Mission, and Values provide a guiding light for our companies and ensure we are all striving to achieve the same goals. Our purpose and success are realized when we embrace these foundational principles in our work and in our relationships with each other and our customers.

OUR **VISION**

To improve the quality of life for our customers and communities.

OUR **MISSION**

To provide our customers with vehicles they can count on when it matters most.

OUR **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.



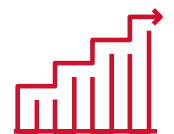
WIN AS ONE

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 life cycle 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.



REV DRIVE Business System

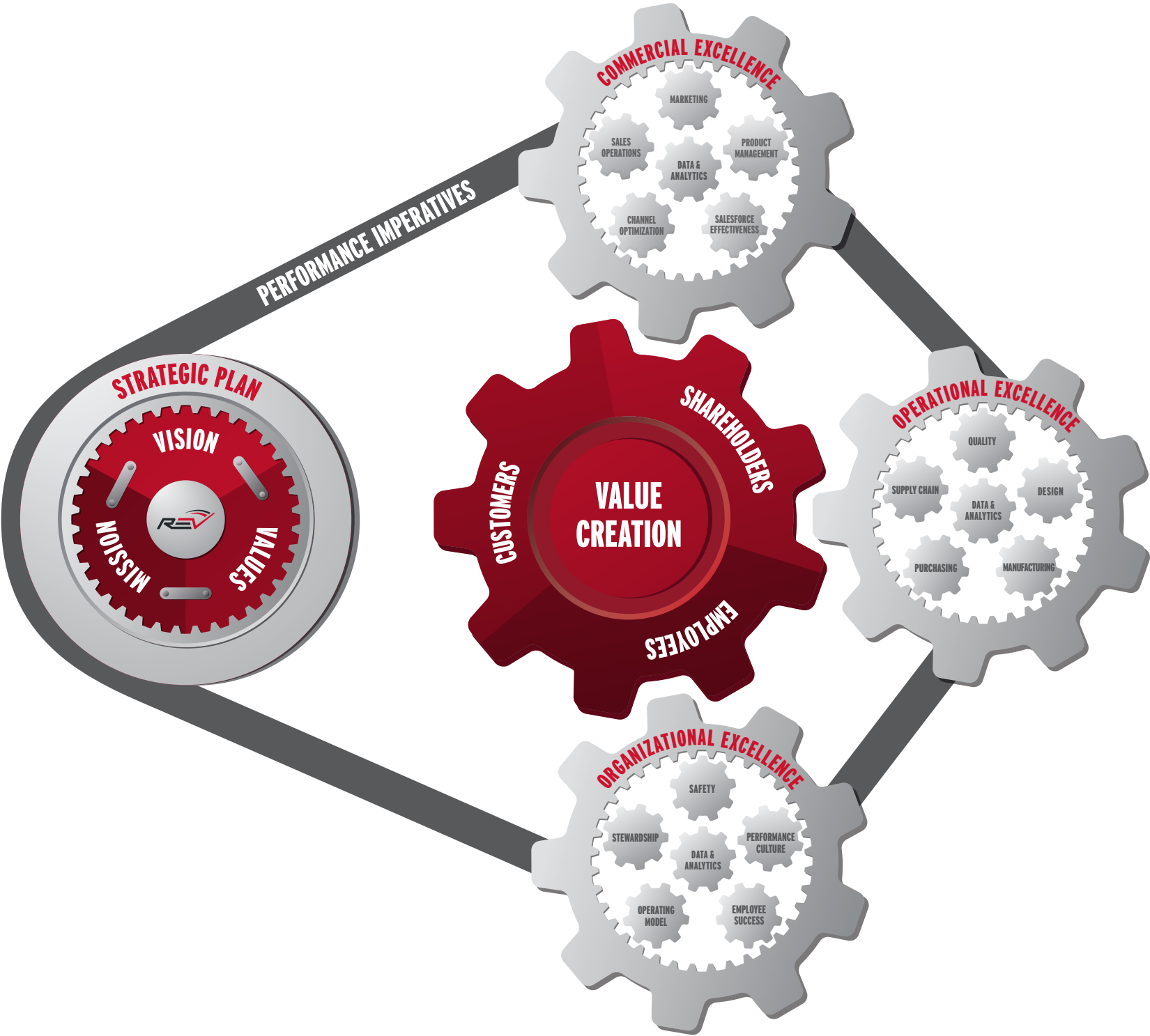
REV Drive is guided by our vision, mission, and values.

It is a framework on how our *strategy* drives execution.

It defines how we *organize* and align our capabilities.

It is centered on *value creation* for our stakeholders.

The REV Drive Business System was introduced to our stakeholders in 2021. REV Drive is the engine that propels our company. It is our winning formula for success and creating a competitive advantage. It reflects how we organize and work to create value for our employees, customers, and shareholders.





COMPANY OVERVIEW

REV Group companies are leading designers and manufacturers of specialty vehicles and related aftermarket parts and services, which serve a diversified customer base, primarily in the United States. We provide customized vehicle solutions for applications, including essential needs for public services (ambulances, fire apparatus, 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 principal vehicle brands, including many of the most recognizable names within their industry. Several of REV Group's brands pioneered their specialty vehicle product categories and date back more than 50 years. REV Group trades on the NYSE under the symbol REVG.



\$2.64B
NET SALES



APPROXIMATELY
6,700+
TEAM MEMBERS



19
PRIMARY
MANUFACTURING
SITES



\$4.7M
SPENT ON RESEARCH
AND DEVELOPMENT



\$498M
TOTAL SHAREHOLDER
EQUITY

SPECIALTY VEHICLE OVERVIEW

FIRE AND EMERGENCY VEHICLES



PUMPER/TANKER



**AERIAL FIRE TRUCK
WITH LADDER**



**AIRCRAFT RESCUE
FIRE FIGHTING**



AMBULANCE TYPE I



AMBULANCE TYPE II



AMBULANCE TYPE III

RECREATION VEHICLES



**CLASS A DIESEL
CLASS A GAS**



CLASS B



CLASS C



SUPER C



TRUCK CAMPER



TRAVEL TRAILER

COMMERCIAL VEHICLES



TYPE A SCHOOL BUS



TRANSIT BUS



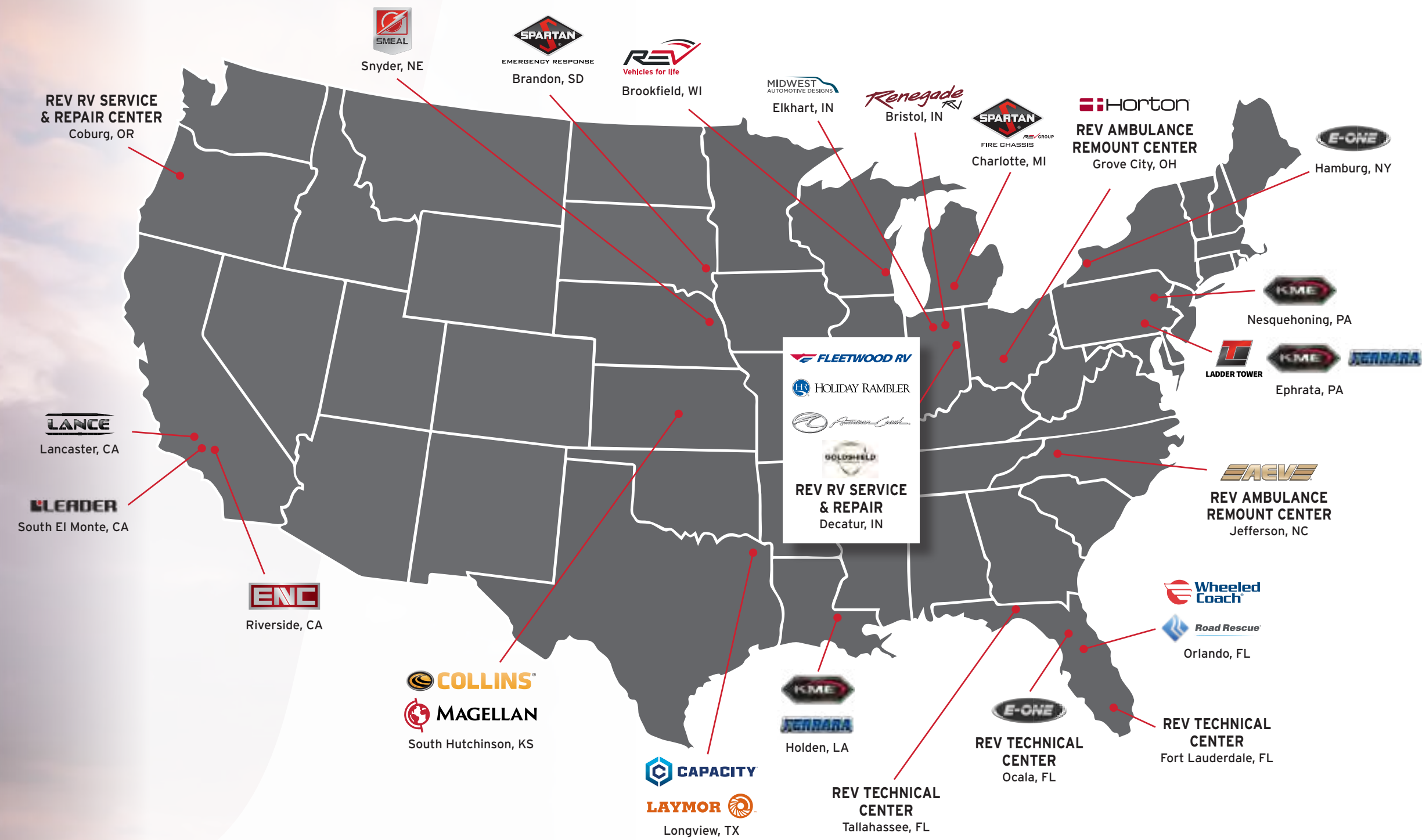
TERMINAL TRUCK



SWEEPER

FACILITY LOCATIONS

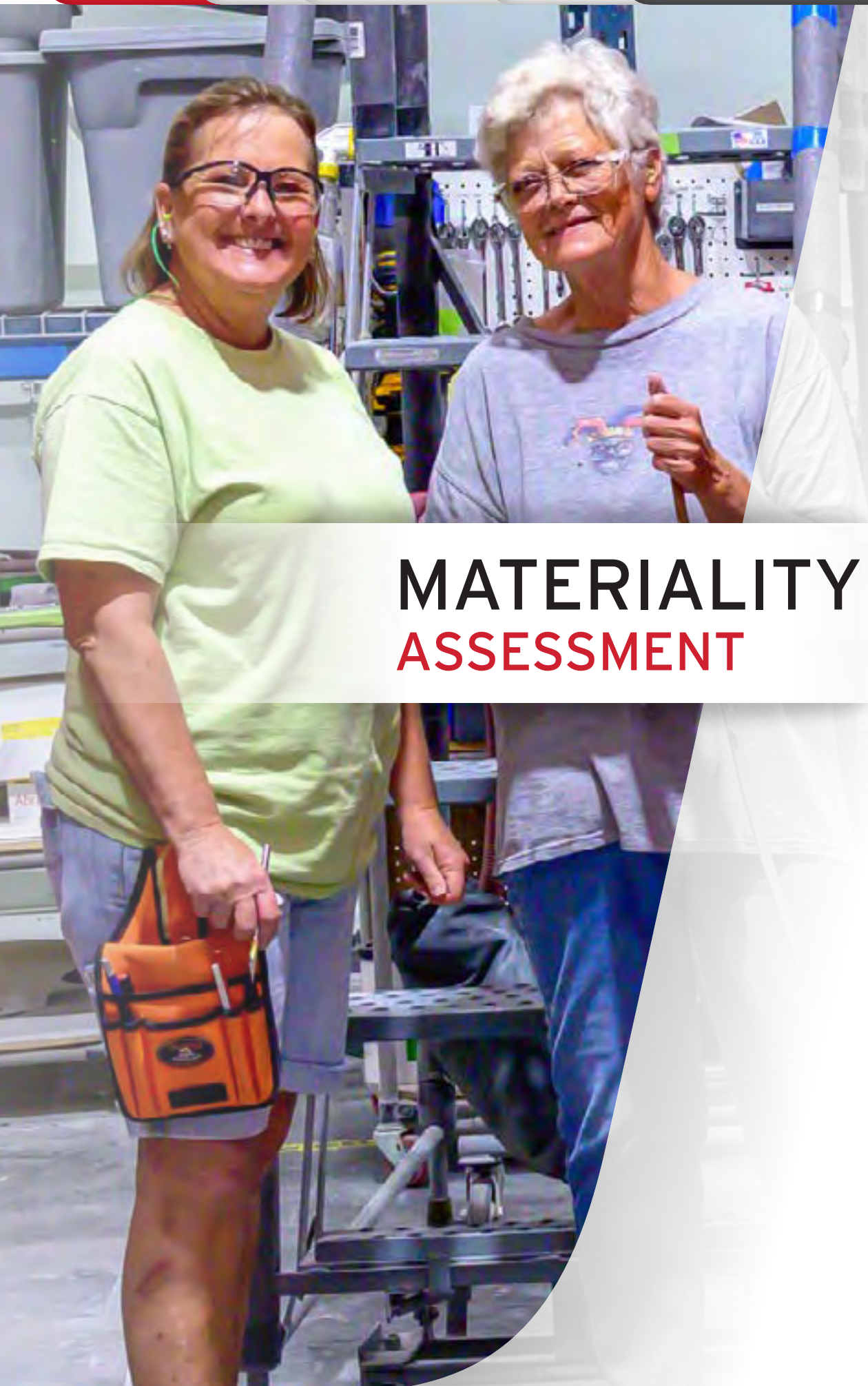
REV Group subsidiaries operate manufacturing and support facilities throughout the U.S. At each of these locations, we focus on operational excellence, incorporating the most efficient and lean manufacturing processes.





OUR ESG PRIORITIES AND PROGRESS





MATERIALITY ASSESSMENT

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

Each year, we re-evaluate the materiality assessment using additional inputs of emerging risks, opportunities, and stakeholder views to ensure topic relevancy and data transparency. Our enhanced materiality assessment process ensures our sustainability process maintains a focus on relevancy to our business and provides the basis of our sustainability reporting on the following topics:



**PRODUCTION AND
VALUE CREATION**



**EMPLOYEE AND TALENT
MANAGEMENT**



LOCAL COMMUNITIES



ETHICAL BEHAVIOR



**DATA SECURITY
AND PRIVACY**



**ENVIRONMENTAL
FOOTPRINT**



**ENVIRONMENTAL
COMPLIANCE**



**OCCUPATIONAL
HEALTH AND
SAFETY**



SUSTAINABILITY PRIORITIES AND STRATEGY



Our Materiality Assessment process provides focus for reporting, but our ESG strategy continues to drive our continued growth in our sustainability efforts.

The REV Vision, “To improve the quality of life for our customers and communities,” is foundational to our ESG strategy, providing a principled approach to our measurements, transparency, and improvement actions. During each step of our ESG journey, we evaluate how we are providing value to our customers and communities through our products, employees, and business presence. As seen throughout this report, the REV Values directly support our efforts in how we execute our ESG strategy and continue to drive our Environmental, Social, and Governance commitments.



SAFETY IS
LIFE



ENVIRONMENTAL, HEALTH & SAFETY

With **Safety is Life** as a core REV Value and a focus on the Environmental, Health and Safety (EHS) Excellence Roadmap, our business units continued to make strides in their efforts to protect employees from injury and reduce impacts on the environment. Our Environmental, Health and Safety Policy outlines the guiding principles used to evaluate risks and manage opportunities through compliance expectations and industry best practices, while engaging leaders and employees in our EHS systems and driving a mindset of continuous improvement.

The EHS Excellence Roadmap is the standardized Environmental, Health and Safety management system deployed at all REV Group business units. EHS Excellence sets standard expectations through policies, team structures, and tools, starting with environmental and safety compliance as a foundation and expanding into best management practices to drive improvement. The Enterprise EHS team conducts annual assessments of the EHS Excellence system at each business unit. The assessments are used to establish annual EHS action plans to align the individual business units to the organizational goals and objectives.

The EHS strategy is overseen by an Executive EHS Committee that consists of the Chief Human Resources Officer, Divisional Presidents, and select Business Unit Vice Presidents/General Managers. This committee sets the tone for the EHS culture and the effectiveness of the plan to drive improvement. In 2023, the Chief Executive Officer became a core member of this committee. The Board of Directors provides oversight to the Environmental, Health and Safety, and Sustainability strategy as chartered through the Nominating and Governance Committee oversight on ESG reporting, as well as through periodic review during meetings of the full Board of Directors.

EHS PHILOSOPHY

- I. All workplace injuries are preventable, therefore unacceptable to our way of conducting business.***
- II. REV Group has the obligation to design our facilities, processes, and products to protect our employees, contractors, visitors to company property, and other stakeholders.***
- III. Every employee and contractor is responsible and accountable for workplace health and safety.***
- IV. Employees, contractors, and visitors are expected to report, eliminate, and/or safeguard against all acts and conditions detrimental to the health and safety of any individual and/or the environment.***

ENVIRONMENT

CHEMICAL ELIMINATION

The Fleetwood RV Parts Department was using a two-part, high-density packing foam to fill boxes when shipping parts to customers. Through an employee idea, Fleetwood was able to eliminate the packing foam (55-gallon containers) by using a shredder to create recycled packing material from waste cardboard.



We place a high focus on the environmental compliance of our operations through weekly inspections, data collection, effluent monitoring, reporting, and ongoing evaluation of permit conditions. We consistently use best management practices to evaluate our operations for related environmental risks when regulatory or permit conditions are not required. We conduct regular environmental assessments of our business units to identify compliance deficiencies and further minimize regulatory risk. Corrective actions are tracked to closure, correcting any identified deficiencies and preventing recurrence. Business units capture their regulatory requirements through an electronic management system to track one-time and recurring tasks for monitoring, recordkeeping, and reporting activities.

During 2023, we reinforced our commitment to reduce operational impacts on climate change by further expanding our metrics within this report and our awareness of how we can support emissions reduction targets. We expanded our Greenhouse Gas Emissions analysis to include prioritized Scope 3 emissions categories which are reflective of FY2022. In addition, we expanded our public disclosures by participating in the CDP questionnaires on Climate Change, Forestry, and Water Security.

Beyond reporting, we took action to impact the metrics. Our Business Units identified and executed multiple projects that focused on the reduction of energy use, air emissions, wastewater discharges, and waste streams, including hazardous waste. Several of these projects are highlighted within this report.

REV believes in and is committed to compliance with all applicable environmental laws and regulations and strives to continually reduce and improve our impact on the environment. As such, REV Group will:

- ***Establish, maintain, and enforce environmental standards and practices.***
- ***Proactively identify and assess opportunities to minimize waste and/or increase reuse and recycling.***
- ***Evaluate alternatives to hazardous materials used within our operations.***
- ***Reinforce continuous improvement in our environmental performance.***
- ***Assess environmental impacts as part of our product life cycle planning process.***
- ***Integrate environmental performance into the selection and ongoing evaluation of suppliers and service providers.***
- ***Conduct appropriate environmental due diligence.***

Review the full text of the Environmental, Health and Safety Policy at this [link](#).

ENVIRONMENTAL COMPLIANCE EVENT

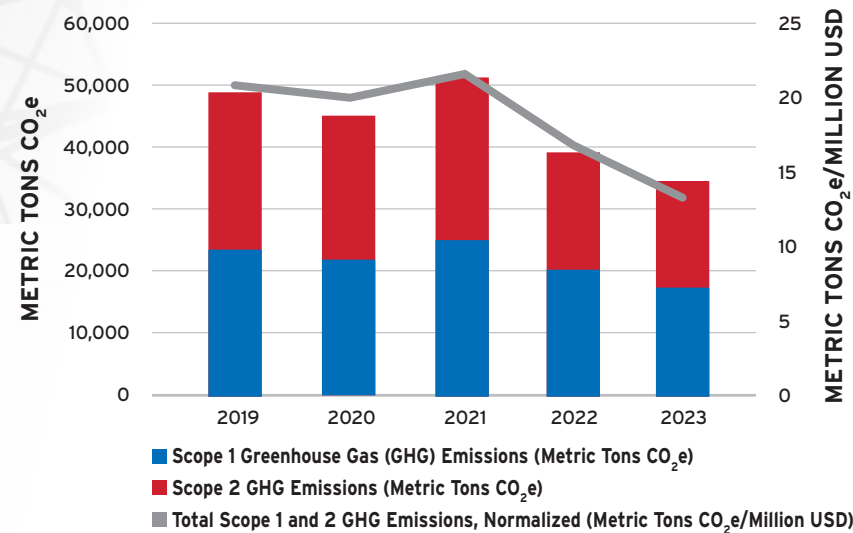
Environmental Fines	0
Total Monetary Value of Fines	\$0
Total Reportable Spills	0

ENERGY AND EMISSIONS

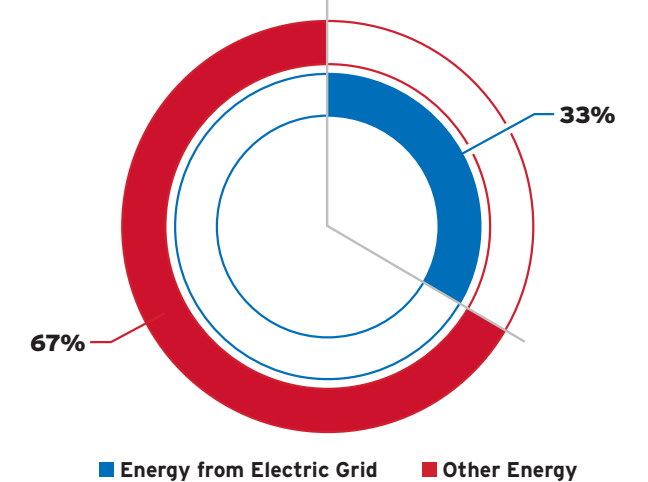
Environmental metrics, including energy use, water consumption, air emissions, and hazardous waste generation, are tracked monthly to understand the organization's current environmental footprint and identify opportunities for reduction. Our tracked carbon emissions are derived primarily from the natural gas, propane, and electricity used to heat and ventilate our facilities. Our production processes are not energy intensive but are the primary source of the Volatile Organic Compound (VOC) and Hazardous Air Pollutants (HAPs) emissions reported. Using this knowledge, we are able to strategically target operational efficiencies and other projects that continue to reduce carbon emissions and other air pollutants in FY2023.

In our commitment to accuracy and transparency, we conducted an internal audit of the source data and calculations of the environmental metrics used for sustainability reporting in FY2023. Through this process, we made adjustments to our metrics, most specific to GHG emissions, which resulted in a restatement of all historical environmental data presented in this report, as well as in our 2023 CDP submissions. While the restated metrics do not reflect as significant a decrease in our air emissions as previously reported, we continue to reflect an average 10% reduction in our Scope 1 and 2 NO_x, SO_x, and other GHG emissions, between FY2021 and FY2022. We experienced an additional 18% reduction of the same air emissions in FY2023. Our commitment and goal is to continue reducing operational impacts on climate change and the environment during FY2024 by working with our businesses to identify projects that further reduce our environmental footprint of waste, energy, water use, and air emissions.

TOTAL SCOPE 1 & 2 EMISSIONS^{1, 2, 3, 5}



ENERGY BY SOURCE^{2, 3}



EMISSIONS BY DIVISION^{1, 2, 3, 4, 5}

DIVISION	EMISSIONS							
	Scope 1 Greenhouse Gas (GHG) Emissions (Metric Tons CO ₂ e)	Scope 2 GHG Emissions (Metric Tons CO ₂ e)	Total Scope 1 and 2 GHG Emissions (Metric Tons CO ₂ e)	Total Scope 1 and 2 GHG Emissions ¹ , Normalized (Metric Tons CO ₂ e/Million USD)	Volatile Organic Compounds (VOCs-Tons)	Hazardous Air Pollutants (HAPs-Tons)	Nitrogen Oxides (NO _x -Tons)	Sulfur Oxides (SO _x -Pounds)
Fire & Emergency	5,080	9,780	14,860	12.7	134.4	23.1	4.7	60.0
Commercial	1,580	2,260	3,840	6.9	83.6	13.4	1.4	20.0
Recreation	10,600	5,150	15,750	17.3	123.8	68.7	13.7	820.0
REV Group Total	17,260	17,190	34,450	13.1	341.8	105.2	19.9	900.0



ENERGY USE BY DIVISION^{2, 3, 5}

DIVISION	ENERGY					
	Non-Renewable Fuel Consumption (mmBTU)	Renewable Fuel Consumption (mmBTU)	Electricity (mmBTU)	Electricity Normalized (mmBTU)	Total Energy Consumption (mmBTU)	Total Energy Consumption, Normalized (BTU/USD)
Fire & Emergency	93,400	0	86,000	73.2	179,400	153
Commercial	29,200	0	19,800	35.8	49,000	89
Recreation	132,700	37,100	45,200	49.5	215,000	236
REV Group Total	255,300	37,100	151,000	57.2	443,400	168.08

¹GHG emissions (NO_x, SO_x, CO₂e) calculated using emission factors from EPA eGRID2016, February 2018 for FY 2019-2021 and EPA eGRID 2020, February 2022 for FY 2022, September 2023 for FY 2023; electricity emission factors based on U.S. Average of Total Output.

²Energy and emission data does not include emissions from gasoline and diesel mobile sources.

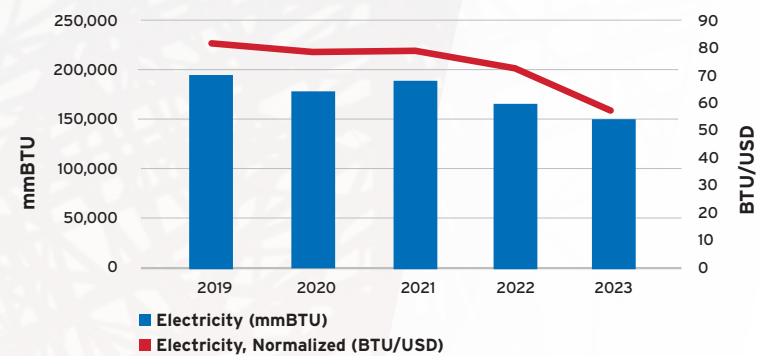
³Data based on actual usage during fiscal year (November 2022 - October 2023).

⁴VOC and HAPs are determined through a mass balance calculation using the regulatory definitions for the individual state(s) in which each business operates.

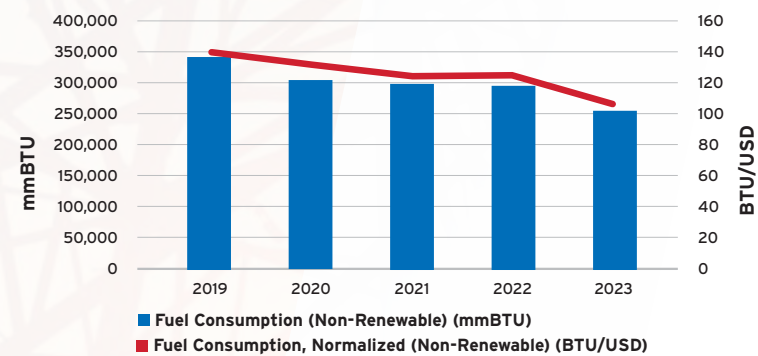
⁵United States Dollar (USD) based on fiscal year sales (November 2022 - October 2023).

ENERGY AND EMISSIONS

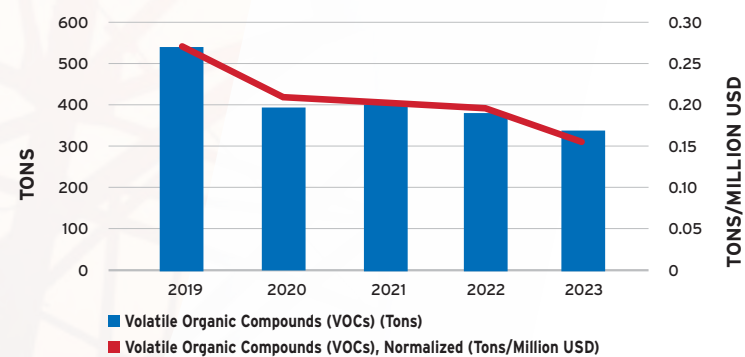
ELECTRICITY CONSUMPTION^{3, 5}



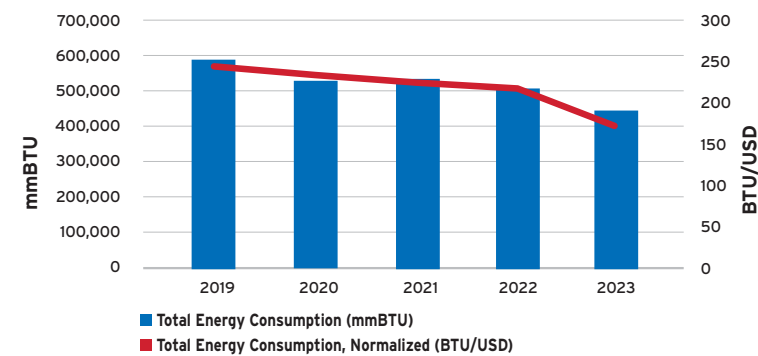
NON-RENEWABLE FUEL CONSUMPTION^{2, 3, 5}



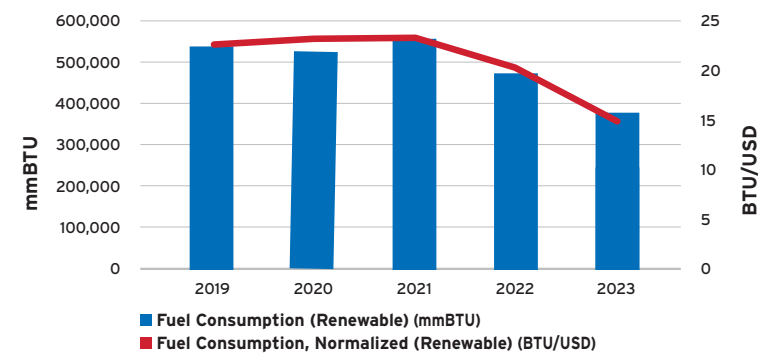
VOC EMISSIONS^{2, 3, 4, 5}



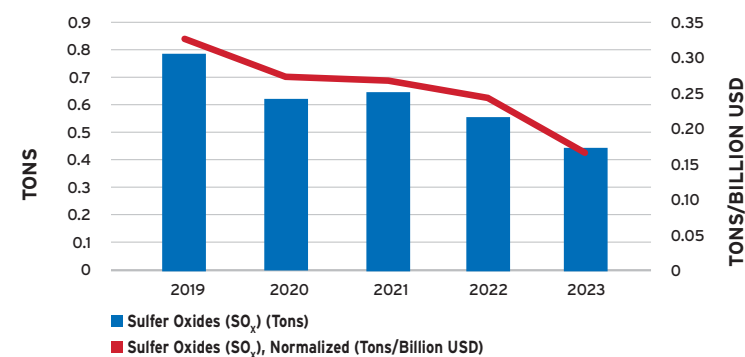
TOTAL ENERGY CONSUMPTION^{2, 3, 5}



RENEWABLE FUEL CONSUMPTION^{2, 3, 5}



SO_x EMISSIONS^{1, 2, 3, 5}



ENERGY REDUCTION



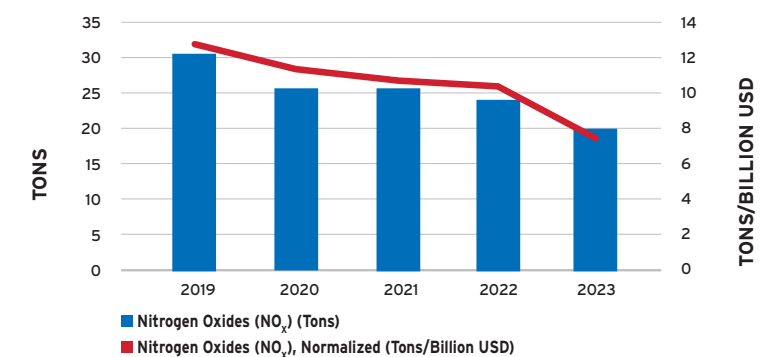
LADDER TOWER

Ladder Tower facility in Ephrata, PA transitioned the paint building from propane to natural gas.

The replacement of heaters and other elements eliminated three 1,000-gallon above-ground propane tanks, improved processing efficiency, and is estimated to have reduction¹ in equivalent carbon emissions, while doubling production volumes.

At the same time, Ladder Tower replaced all fluorescent lighting fixtures in three buildings with LED fixtures. The transition to LED lighting will increase safety, reduce waste and reduce electricity usage by an estimated 108,412 kWh per year, which is enough to power, on average, 11 Pennsylvania homes.

NO_x EMISSIONS^{1, 2, 3, 5}



¹GHG emissions (NO_x, SO_x, CO₂e) calculated using emission factors from EPA eGRID2016, February 2018 for FY 2019-2021 and EPA eGRID 2020, February 2022 for FY 2022, September 2023 for FY 2023; electricity emission factors based on U.S. Average of Total Output.

²Energy and emission data does not include emissions from gasoline and diesel mobile sources.

³Data based on actual usage during fiscal year (November 2022 - October 2023).

⁴VOC and HAPs are determined through a mass balance calculation using the regulatory definitions for the individual state(s) in which each business operates.

⁵United States Dollar (USD) based on fiscal year sales (November 2022 - October 2023).

ENERGY AND EMISSIONS

In FY2023, we worked closely with a third-party consultant to analyze and estimate Scope 3 emissions. For our first year of reporting, we conducted limited Scope 3 calculations by targeting the most relevant categories and available data for FY2022.

The *Greenhouse Gas Protocol Technical Guidance for Calculating Scope 3 Emissions* was used to guide our data collection and calculations for the initial seven Scope 3 categories, including:

Category 3: Fuel and energy-related activities (not Scope 1 or Scope 2)

Category 5: Waste generated in operations

Category 6: Business travel

Category 7: Employee commuting

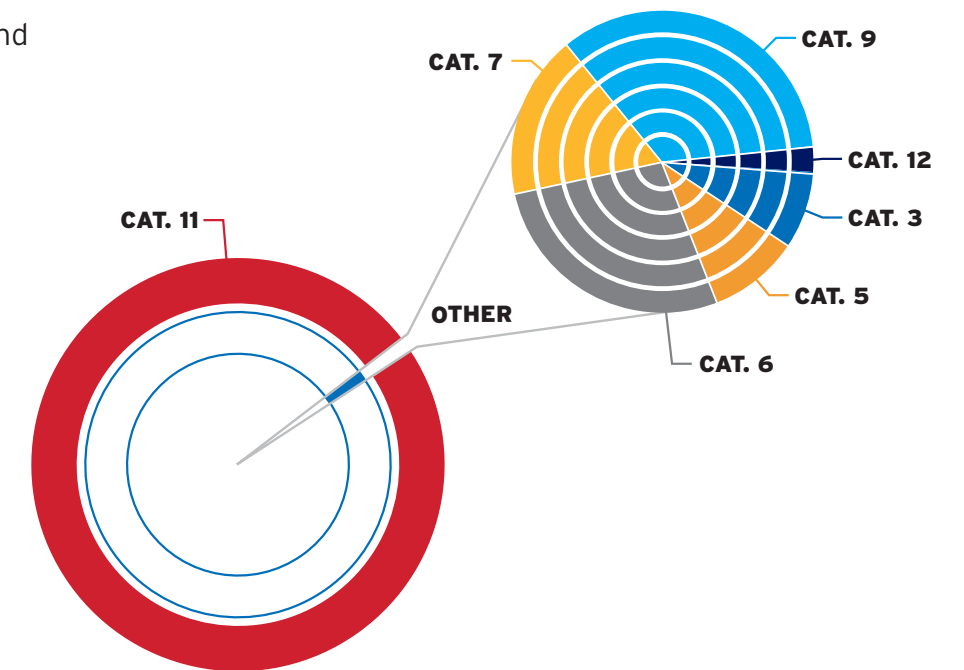
Category 9: Downstream transportation and distribution

Category 11: Use of sold products (life of product)

Category 12: End-of-life treatment of sold products

Our vehicles connect and protect people around the world, serving communities during emergencies, public transportation, movement of commerce, and supporting recreational lifestyles. Scope 3 emissions for Use of Sold Products throughout the lifetime of the vehicle make up the vast majority of our total GHG footprint. Our ability to provide our customers with vehicles they can count on when they need it most only reinforces our strategic direction into the development of alternative fuel vehicles.

FISCAL YEAR 2022 SCOPE 3 EMISSIONS



Data based on 2022 fiscal year (November 2021-October 2022)

WATER

REV Group recognizes the increasing concerns of water scarcity across the world and the potential impacts that it may have on operations, ecosystems, and biodiversity within the communities surrounding our businesses. Within our communities, REV Group business operations take a very active role in managing stormwater run-off and associated risks to surface water from our buildings and properties, as well as the volume of water used and potential wastewater effluent risks to water scarcity and quality.

Stormwater run-off is actively managed at each business through stormwater pollution prevention plans. These plans assess potential risks from chemical storage and outdoor storage of materials and waste, setting preventative measures in place to control the sources of potential contamination of stormwater run-off through the implementation of best management practices. Our practices include limiting exposure to weather, secondary containment, spill prevention plans, and conducting regular inspections to ensure controls are being appropriately maintained.

Primary water demand within our operations is driven by standard sanitary water use and vehicle cleaning and testing, including leak testing and pump-system certifications. For vehicle testing, we have taken a strategic approach to reuse and recycle the hundreds of millions of gallons of water that are needed each year. We use storage tank systems and water treatment to maintain water quality, as well as closed loop and other

containment systems to limit water loss during testing. While these efforts have had a significant impact on our water usage and wastewater effluent, we continue to review our reuse and recycling efforts to further expand the volume and efficiency of water use.

Even though all our operations are located within the United States, in 2023, we used the World Wildlife Fund (WWF) Risk Filter Suite to conduct biodiversity and water risk assessments of REV Group operations. Guided by the analysis tool, we were able to evaluate the local water basin risks for scarcity, water quality, flooding, and multiple biodiversity risk factors to identify operations within high-risk water basins. Manufacturing operations represented over 99% of the water demand

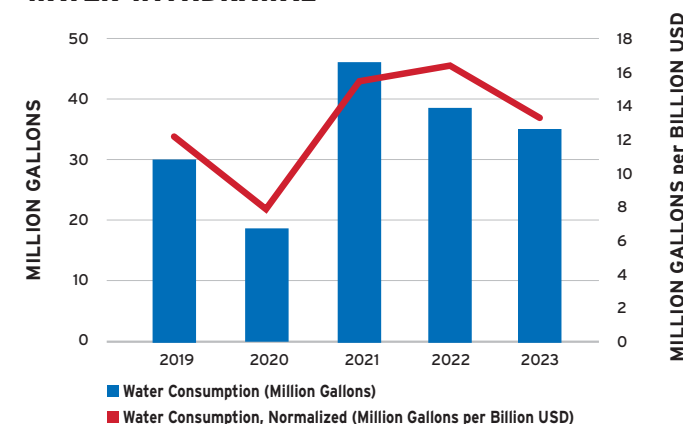
across the corporation. Four of our 19 manufacturing locations are situated within water basins identified with high-water scarcity risk. For these operations, we have implemented best practices to manage water-usage, including faucet sensor technology in restrooms and reuse/recycling systems for vehicle leak testing, and best management practices for stormwater run-off. However, with this updated information, we will place additional focus on our efforts to further adapt our water management practices to reduce water use and potential stormwater impacts.



WATER BY DIVISION

DIVISION	WATER			
	Water Withdrawal (Million Gallons)	Water Withdrawal, Normalized (Million Gallons/Billion USD)	Wastewater Discharged (Million Gallons)	Wastewater Discharged, Normalized (Million Gallons/Billion USD)
Fire & Emergency	20.7	17.7	4.98	4.24
Commercial	4.8	8.7	0.02	0.04
Recreation	9.7	10.7	0.35	0.38
REV Group Total	35.3	13.4	5.34	2.02

WATER WITHDRAWAL



Water Withdrawal from Areas with High Water Stress	
Million Gallons	Percent of Total Withdrawal
15.3	43.3%

Data is aggregate per fiscal year (November 1, 2022 – October 31, 2023).
Normalized per fiscal year sales (November 1, 2022 – October 31, 2023).

WASTE MANAGEMENT

REV Group operations take a proactive approach to managing waste materials generated from our business and production operations. We generate a variety of waste materials across all business units, and as part of our commitment to reduce hazardous waste and waste-to-landfill, we consistently review our waste streams to identify opportunities to eliminate, minimize, reuse, or recycle.

General waste material created within our operations has been evaluated for opportunities to reduce the volume to landfill. Material such as cardboard, wood, scrap metal, electrical wires, electronics, and other materials are segregated and recycled through local suppliers. We continue to challenge each business to monitor their general waste streams and utilize best practices to further reduce the volume of waste-to-landfill.

Aligning to regulatory compliance and best management practices, all industrial waste generated from our production processes is evaluated to determine the most appropriate handling and disposal method. We follow all federal, state, and local regulations associated with hazardous-waste management and disposal and work closely with our selected hazardous-waste disposal suppliers to identify recycling methods, such as solvent recovery or the best method for disposal. Waste streams identified as universal or non-hazardous are segregated for management and disposal.

In fiscal year 2023, our businesses identified and initiated projects to reduce chemicals and related hazardous wastes associated with business operations. Through these efforts, we drove a reduction in total weight of hazardous waste generated between FY2022 and FY2023. These efforts will continue in FY2024 to further reduce hazardous, non-hazardous, and universal wastes.



HAZARDOUS WASTE BY DIVISION

DIVISION	Hazardous Waste Generated (Tons)	Hazardous Waste Recycled (Tons)
Fire & Emergency	144	17.8
Commercial	102	0
Recreation	32	5.3
REV Group Total	278	23.1

Data based on fiscal year (November 2022 – October 2023)

HAZARDOUS WASTE REDUCTION

When aerosol spray paint cans reached the end of their useful life, Fleetwood RV manufacturing would dispose of the pressurized cans and residual paint as universal waste. Fleetwood installed aerosol can recycling stations where the aerosol can is punctured and drained of contents. The residual paint removed from the can is collected and treated as hazardous waste, while the can is recycled as scrap metal. This change, which is currently in process, is expected to result in a 90% reduction in the volume of hazardous waste generated by the process and an 80% reduction in associated costs.

LANDFILL WASTE REDUCTION

American Emergency Vehicles used a pre-set filter change schedule (weekly, bi-weekly, and monthly) for the 3-stage filtration on its paint booths. By installing a 3-stage magnehelic gauge system on the paint booth, they are able



to measure actual filter performance, extending filter change periods and reducing filter waste-to-landfill by over 50% per year. The reduction of two loads to landfill per week is the equivalent of 0.44 metric tons of CO₂ per year.






HEALTH & SAFETY POLICY

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, contractors, visitors, and others working within our operations. We focus on injury prevention efforts and drive accountability through our leading metrics focused on near-miss reporting, hazard identification, and timely closure of all EHS action items identified. This focused effort is reflected in a year-over-year increase in the Near-Miss Rate as leaders and employees focus on reporting events and concerns to be addressed prior to injury.

In FY2023, we focused our business units' action plans on driving continuous improvement in EHS Excellence, the REV Group EHS Management System. With the annual management system assessment as the measurement, 95% of our business units were able to improve the implementation and engagement within EHS Excellence. Not only did these efforts result in a more robust EHS management system within each business, but we also experienced an overall 11% reduction in our Total Recordable Incident Rate for the year.

For FY2024, we will continue to focus each business on continuous improvement of EHS Excellence. In addition, using data and trend analysis, each business will be focusing key initiatives on the prevention of the top causes of injury within their operations as we target a 20% improvement in the year-end Total Recordable and Lost Time Incident Rates.



REV Group is committed to providing and maintaining a safe working environment where employees, contractors, suppliers, and visitors are safe from unreasonable risks and accountable for protecting themselves and others.

	2018	2019	2020 ²	2021 ²	2022 ²	2023
Near-Miss Rate	- ³	- ³	2.6	2.9	70.4	115.8
Total Recordable Injury Rate ¹ (2021 Industry Average: 4.3)	3.2	3.1	3.2	2.8	2.7	2.4
Lost Workday Case Rate ¹ (2021 Industry Average: 1.8)	0.6	0.5	0.5	0.6	0.5	0.6
Fatality Rate	0	0	0	0	0	0

¹ Rate calculations are based on all US-based employees (full and part time, contingent, and non-contingent staff). Rate calculations based on the total number of incidents reported 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, 2021 and 2022 data based on fiscal year (November–October) as of December 10, 2023. 2018 and 2019 data based on calendar year.

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

EMPLOYEE HEALTH AND WELL-BEING



Nothing is more important to our company than keeping our employees engaged, productive, and committed to reaching shared goals and objectives. However, we understand that being an employee is just one aspect of our workforce's lives; they have a life outside of the company too. That's why our benefits program is designed to help individuals achieve maximum potential at work and at home.

In 2023, we provided our employees and their families with information sessions to help them better understand how they can make their benefits work for them. This offered employees and family members an opportunity to ask questions of our experts and vendors in order to make the most out of their benefits.

REV Group provides our employees with:

- the choice of two different medical plans
- dental insurance
- vision insurance
- short-term disability insurance (fully paid for by the company)
- accidental death and dismemberment and basic life insurance (fully paid for by the company)
- 401(k) match: Employees who contribute at least 5% of their earnings receive a company match equal to 4% of their earnings to assist with meeting retirement savings goals

For those employees who enroll in our High Deductible Health Plan, REV contributes up to \$1,000 annually to each employee's company-sponsored Health Savings Account (HSA) to help them pay and/or save for healthcare expenses.

Employees who enroll in our medical plans have virtual access to care from U.S. board-certified physicians and pediatricians 24/7/365 for routine and basic medical issues at no cost to them.

REV Service Center

I would like to call someone to get my question answered or issue resolved.

Email

I would like to get my question answered by sending an email via my computer using my personal email.

Local HR or My Supervisor

I would like to get a local or business unit question answered by speaking to someone face to face.

Submit a Ticket

I would like to get my question answered by submitting a ticket via my computer using REV direct access.

Self Service

I would like to research the question on my own, any time of the day, leveraging materials available.



In 2023, we launched My REV Hub for all employees, which included a new REV Service Center for employees to call and email to get their questions answered quickly.

SAFETY INNOVATIONS

As our value reflects, the safety of our people and those who travel in our vehicles is our top priority. Through valued partnerships, REV Group is committed to ensuring our vehicles have the latest seatbelt and airbag technology as well as air filtration.



EXCLUSIVE HORTON OCCUPANT PROTECTION SYSTEM™ (HOPS™) FEATURING MBRACE™

In 2023, Horton Emergency Vehicles partnered with IMMI®, the industry leader in the design and manufacturing of safety systems, to launch MBrace, the first advanced safety system of its kind for ambulances.

After years of research and development, MBrace is the next level in advanced safety to better protect our first responders. When a frontal collision occurs, a sensor detects the impact in a fraction of a second. Airbags are deployed from the multi-point harness, protecting the first responders head and neck. MBrace includes a restraint system that gives EMTs the freedom to move and work while remaining safely buckled up.



ACTIVE AIR PURIFICATION

Active Air Purification, a United Safety Product, is available on E-ONE®, KME®, Ferrara™, Spartan Emergency Response®, Smeal™, and Ladder Tower™ fire apparatus as well as Horton®, AEV®, Wheeled Coach®, and Road Rescue® emergency vehicles.

Active Air Purification is designed with advanced photohydroionization PHI Cell and UV technology which reduces cancer-causing carcinogens and actively eliminates viral and bacterial pathogens, odors, molds, and mildew by utilizing safe levels of naturally-occurring hydrogen peroxide. The result is better air quality and a safer cab environment.



COLLINS CLEAN™ AND SHIELD™

Launched in 2020, Collins CLEAN by PermaSafe is applied to the interior of the bus on the production floor. It eliminates up to 99.999% of germs, bacteria, viruses, fungi, mold, and other harmful microorganisms. With the subsequent application of Collins SHIELD, we're able to ensure a permanent bond with Collins CLEAN.

This covalent bond allows Collins SHIELD to become a permanent part of the treated surface that will not dissipate over time or wash off.

SAFETY INNOVATIONS



CAPACITY DURA-RIDE®

Dura-Ride is Capacity Trucks' patented air spring suspension system that's available as an option on Capacity's terminal tractors TJ 5000 and 9000. It provides both the cargo and operator with a smoother ride and greatly reduces maintenance and operator healthcare issues. Yard trucks with Dura-Ride have received exceptionally high marks from the maintenance officials of companies that chose it for their vehicles. They report a significant lowering of both replacement parts and labor healthcare costs.



FLEETWOOD RV AND HOLIDAY RAMBLER ADVANCED VEHICLE SAFETY (AVS)

This state-of-the-art system available on select Class A gas RVs, combines intelligent sensors, real-time monitoring, and innovative technologies to provide superior protection including Automatic Emergency Braking, Distance Alert, and Driver Alert System.



RENEGADE SAFETY INNOVATION

Renegade RV is the pioneer of the Super C and is a leader in the RV industry with respect to performance, quality, and innovation. Renegade recently added new driver safety innovation to its RV that is not typical across the industry, including Lane Keep Assist/Lane Departure Warning, Side Guard Assist, and Collision Mitigation. In addition, Renegade implemented an all-urethane-based topcoat to its highline product cabinetry (Verona LE, Explorer, Classic, and XL) and plans to migrate all models' cabinetry to have an all-urethane-based (formaldehyde-free) topcoat by Model Year 2026.



THINK LIKE
AN OWNER



REV BEHAVIORS

A critical part of the REV Group's culture is how every employee engages to accomplish results. Our REV Behaviors continue to serve as a guidepost for employees, managers, and senior leaders.



EMPLOYEES

- *Take Action to Get Things Done*
- *Work Well with Others*
- *Own the Work*
- *Focus on the Customer*
- *Communicate Effectively*
- *Commit to Personal Improvement*



MANAGERS

- *Build a Winning Team and a Good Work Experience*
- *Direct Work and Ensure Accountability*
- *Communicate with Respect*



SENIOR LEADERS

- *Drive the Vision*
- *Manage Complexity*
- *Think Strategically and Apply Business Insights*
- *Attract Top Talent*

PRODUCT INNOVATIONS

Our commitment to innovation that helps reduce the environmental impact of vehicles is a common thread among our specialty vehicle brands. This innovation includes offering alternative energy solutions which help reduce the impact of our products and operations, and may provide our customers with investment and operational cost advantages.



CAPACITY: H2

Capacity was the first terminal truck manufacturer to produce a fully operational Hydrogen Fuel Cell Electric Terminal Truck in 2021. Based on that foundation, Capacity has now produced a second-generation Hydrogen Fuel Cell Electric Terminal Truck (H2), enhancing reliability with components already proven in severe-duty applications. The truck is capable of handling loads up to 180,000 lbs. and operating for two full shifts without needing to be refueled. The H2 truck can be refueled in 15 minutes, which is comparable to a diesel truck's refueling time.

CAPACITY: Battery Electric

Capacity is dedicated to developing a Battery Electric truck that meets the operational demands of the Terminal Truck market and has done a thorough study of the current zero tailpipe emission vehicles available in this segment to help build a Battery Electric truck that fills current gaps in the market. As a result, Capacity is utilizing technology and components that are already proven in heavy-duty markets to offer two sizes of batteries, 130 kWh and 260 kWh, to meet the energy storage needs of the industry.



VECTOR™

Introduced in 2021, the Vector is the first North American-style fully electric fire truck with the most powerful, longest-lasting battery performance on the market. The Vector drives and pumps on electric only, which means it is able to conduct 100% of its ground duties with electric power. In 2023, an E-ONE Vector was in operation at the Daytona International Speedway for the Daytona 500 as part of the firefighting fleet. The Vector is available on E-ONE, Ferrara, KME, and Spartan Emergency Response fire apparatus brands.

PRODUCT INNOVATIONS



LANCE CAMPER

Lance Camper Mfg. Corp. is an Emerald Green-certified manufacturer. Lance products are Certified Green based on an evaluation of the manufacturing facility, procedures, and practices. They were measured against criteria based on national consensus standards including resource efficiency, energy efficiency, water efficiency, and indoor air quality.

Since 2015, all Lance products have been mercury-free. Lance brochures and promotional materials are printed on FSC (Forest Stewardship Council) approved paper which uses recycled products, protecting our forests for generations to come.

Lance also sources wood products and glues that are sustainably sourced and low VOC. European poplar is grown in rotation with arable crops, offering a panel that is stable and very strong, but with the added benefit of being extremely lightweight and featuring no added formaldehyde.



RENEGADE RV

Renegade RV in Bristol, Indiana, has worked to reduce its product carbon footprint by progressively evolving the Lithium battery bank, specifically on Sprints. An enlarged power bank paired with hefty solar allows Renegade to eliminate the generator and reduce emissions, while preserving similar capabilities as having an onboard generator. Renegade has also standardized a 600W solar panel system on all products for Model Year 2025; those with longer floor plans have the ability to scale up to 1,200W.



BUILD LASTING TRUST

COMMUNITY INVOLVEMENT

The REV Group team is dedicated to supporting and making a positive impact on the communities in which we work and live. From cities and towns across the U.S., we find areas of need and take actions to address those needs—from volunteering our time to helping raise donations of money and other essential items.

A few of the organizations and charities we support include Ashe Services for Aging in North Carolina,

Mid-Ohio Food Bank, Fire Department of New York (FDNY) Foundation, Greater Lansing Food Bank, Charlotte Firefighters Association, Make-a-Wish of South Dakota & Montana, National Fallen Firefighters Foundation, and the United Way.





SUPPLY CHAIN MANAGEMENT

In 2023, our Supply Chain transformation journey continued. We focused on developing dual sources of supply for critical components, mitigating the supply constraints caused by major unforeseen events. This single-source risk was significantly reduced by onboarding 85 new sources, most of which are local suppliers based in the United States. We also initiated a partnership with a well-known third party that provides REV with financial health ratings on our suppliers. As this risk rating service becomes more widely embedded into our supplier evaluation processes, it will help us to identify or confirm more serious risks due to potential supplier insolvency well before they happen.

SUPPLIER CODE OF ETHICS

We require 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 (AKA 3TG: tantalum, tin, tungsten, and gold) 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. REV sources over 95% of its components domestically (i.e., U.S.-based suppliers), limiting our risk of conflict minerals being utilized within our vehicles. To further reduce risk, we conduct an annual survey with our suppliers, focusing on those with some probability of 3TG elements being included in their supply chains. The goal of this exercise is to ensure our suppliers perform their own due diligence to determine whether products sold to REV Group contain any 3TG elements, and if so, to what extent those metals are sourced from conflict-free smelters and any plans to increase this likelihood.

LOOKING FORWARD TO 2024

We aim to further support REV Group's commitment to GHG emissions reduction by targeting energy consumption in our factories, as well as in our supply chains—for example, by consolidating inbound deliveries wherever possible. We will also be working with our supply base to gain an even stronger commitment to our Supplier Code of Ethics, enhancing an already dedicated culture of ethics and sustainability. Finally, we will build upon our risk reduction initiatives, expand the use of our third-party supplier health rating service, and train our front-line buyers to identify leading indicators of supplier health deterioration.





INFORMATION SECURITY

REV Group is committed to the safety and security of its employees, customers, and business partners, including securing their information from unauthorized disclosures and actors. To fulfil this objective, Information Security at REV Group is aligned to the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF). This governing framework guides us on how we operate in areas such as Identity and Access, Cybersecurity Awareness, Third-Party Risk, Vulnerability Management, IT Change Management, Network Security, Disaster Recovery, and other key areas of information security. As a publicly traded company, we comply with all SEC rules and government regulations.

A multi-disciplinary steering committee comprised of key executives governs our company-wide information security program. Our executive leadership team has acknowledged information security and data privacy as one of our top ten enterprise risks that is managed through our Enterprise Risk Management program. Our information security policies and practices are geared toward protecting our data and safeguarding our digital assets. We are intentional in nurturing a strong information security program to protect our brands, our employees, and our business partners from cybersecurity risks. Our work to help protect our IT environment, our stakeholders, and our data is ongoing. We continue to re-evaluate our defense posture and adapt our information security strategy to evolving risks.

All REV employees, contingent workers, and business partners handling REV information are required to follow a comprehensive set of information security policies. We conduct a formal annual cybersecurity training. We further reinforce this with periodic reminders and recent industry news snippets pertaining to cyber risks. We use internal phishing testing, intranet communications, and focused training for certain high-risk groups to reinforce

ENTERPRISE CYBERSECURITY

cybersecurity with our employees. Our policies and training are intended to develop a risk-aware culture and empower our employees to be better prepared to defend against the latest cyber risks.

We maintain partnerships with world-class information security firms and have implemented top-tier security tools to strengthen our information security program. We have enhanced our third-party risk management program with the goal of elevating the cybersecurity of our key vendors and suppliers. This helps us maintain a resilient eco-system by adding a layer of armor for our key partnerships.

We continue to validate our security measures by arranging for audits by external information security firms as well as by conducting mock crisis mode activities internally. This work allows us to identify and address potential risks and weaknesses impacting our systems and operations.

REV Group maintains a cybersecurity risk insurance policy with coverages that we believe are appropriate for the size of our company.

Key features of our information security program include:

- **Governance Structure with Accountability to the Board of Directors**
- **Third-Party Security**
- **Data Resilience**
- **Periodic Penetration Testing**
- **Endpoint Detection and Response**



WIN AS
ONE

COMMUNICATION AND CULTURE

REV Group is made up of over 19 different businesses that design, manufacture, service, and repair our specialty vehicles. Our locations span from coast to coast in different regions of the U.S. from the outskirts of Los Angeles to deep in the Blue Ridge Mountains of North Carolina.

In 2023, to continue shaping our culture, we encouraged employees to adopt a mindset of “Treat Each Day as Your First Day.” In other words, approach each day with the same energy, enthusiasm, drive, and curiosity they had on their very first day of work. This initiative supports the company’s existing vision, mission, values, and behaviors by encouraging employees to approach situations with a fresh perspective, be open to new opportunities, continually seek learning and growth, build robust relationships with colleagues by learning from their experiences, and actively contribute to a culture of inclusivity where every voice is not only heard but also valued.

Employee roundtable discussions continued across the business with a focus on gathering feedback on our work environment. We also continued to analyze exit data to understand themes and underlying turnover. As a result, each business unit developed and implemented a comprehensive plan to increase job satisfaction, lower turnover rates, and improve organizational culture. To allow for a smooth transition for new hires and to ensure that new employees were equipped with the necessary information and tools to integrate seamlessly into their roles, we implemented a company-wide new-hire orientation program.

The introduction of a Benefits Roadshow—a detailed overview of our benefit plan offerings—was instrumental in educating employees on the value of the benefits offered, ensuring they can make informed decisions. The implementation of My REV Hub, a suite of HR-support options designed to provide employees with increased access to HR support, furthered our commitment to effective communication. Offering multiple channels such as email, phone, and informative articles, My REV Hub streamlines employee queries and information access.

Fostering a sense of community and celebrating diversity, REV Group established a Communications Calendar which included recognizing Veterans Day, Black History Month, Asian American and Pacific Islander Heritage Month, Mental Health Awareness Month, Juneteenth, Hispanic Heritage Month, and more. We did so while maintaining a focus on enhancing the company’s intranet, The Garage, for improved communication.

The CEO’s direction and priorities were communicated during quarterly meetings, including the executive leadership team, division presidents, and business unit VPs/GMs. These high-level discussions focused on improving the business and decision-making, with subsequent actions cascaded down through a quarterly leadership call.

In addition, we continue to uphold our commitment to the [REV - Human Rights Policy](#) put in place last year, which alongside our internal Code of Conduct and external Supplier Code of Ethics, emphasizes our ongoing commitment to diversity, inclusion, and fair compensation. This policy makes clear our stance against child labor and directly sourcing conflict minerals.

In summary, REV Group’s strategic initiatives in 2023 underscored a commitment to employee well-being, a positive work culture, effective communication, and continuous improvement aligned with the company’s overarching goals and values.



TRAINING AND EDUCATION

We continue our focus of optimizing efficiency and reducing waste by strengthening the knowledge and skills of our workforce through the implementation of Lean Six Sigma principles via our Operational Excellence training curriculum. This program consists of five belt certifications wherein each pathway has unique instructional requirements, including some with capstone project execution requirements. In 2023, our employees worked toward 166 belt certifications across the curriculum. In 2024, we expect nearly half of our workforce to have at least one level of certification.

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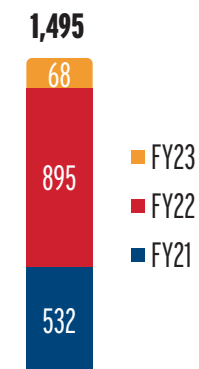
Our Operational Excellence program is a linchpin of our commitment to continuous improvement and is strategically aligned to reinforce these Lean Six Sigma principles to employees of all levels. Employee feedback has been positive, and training participation remains strong, as employees continue to take advantage of the opportunity to grow skills and professional knowledge in Lean Six Sigma.

Our Lean Leadership curriculum, assigned to all newly hired or promoted operational leaders, complements our Operational Excellence training by reinforcing concepts that enable them to analyze and design repeatable, efficient processes across our operations. This robust curriculum consists of 12 courses developed to empower our workforce to identify opportunities for waste reduction, energy efficiency, and resource conservation. We had 590 supervisors and managers participate in our Lean Leadership curriculum in 2023, totaling nearly 2,500 course completions combined. By instilling lean thinking into our culture, we enable our employees to contribute directly to our organization's environmental stewardship and efficiency goals.

In our continued efforts to improve the skills of our production supervisors, the second phase of our Supervisor Fundamentals training program was delivered throughout 2023. This phase incorporates the Myers-Briggs Type Indicator (MBTI) personality assessment and a prerequisite training session that enables leaders to better understand their personality type and how it influences their approach to conflict, communication, and change. In 2023, instructor-led classroom training was held for production supervisors across all REV Group manufacturing facilities that focused on topics such as Leadership Styles; Embracing Change; Conflict Management; and Diversity, Equity, and Inclusion. In 2024, the Supervisor Fundamentals curriculum will be revamped to include topics on Appreciating Differences, Effective Delegation, Accountability, and Communicating with Feedback.

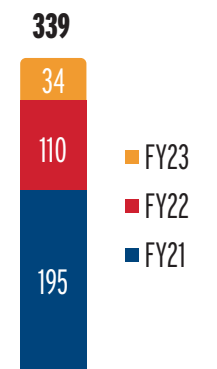
FISCAL YEAR TRAINING

LEAN SIX SIGMA BRONZE BELT (REV CERTIFIED)



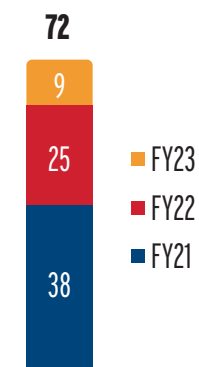
Total Certifications

LEAN SIX SIGMA GREEN BELT (REV CERTIFIED)



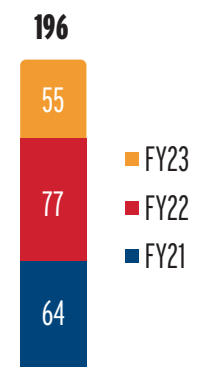
Total Certifications

LEAN SIX SIGMA BLACK BELT (REV CERTIFIED)



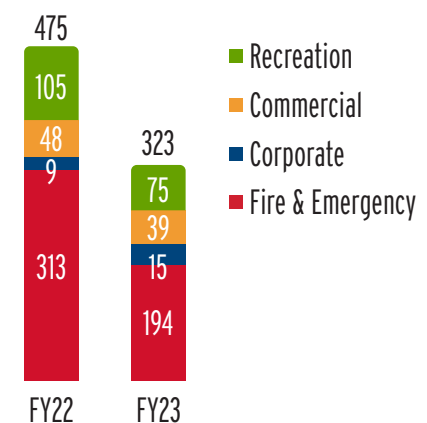
Total Certifications

DESIGN FOR SIX SIGMA/VAVE (REV CERTIFIED)



Total Certifications

LEAN SIX SIGMA CHAMPION (REV CERTIFIED)



FY22

FY23



**RESPECTFUL
WORKPLACE**

**EQUAL EMPLOYMENT
OPPORTUNITY**

At REV Group, we work to create a workplace and culture where all employees feel they are empowered to share their ideas, opinions, and thoughts. Employees at all levels support each other through open, respectful, and engaging conversation. Using our core values as a guide, we focus on attracting and retaining the best employees and leaders who strive to create a fair and inclusive environment where innovation, performance, and productivity are encouraged.

We encourage each employee to recognize and embrace diversity in perspectives, ideas, and experiences; engage in open and constructive conversations; and seek to understand the viewpoints of their peers.





DIVERSITY, EQUITY, AND INCLUSION

Diversity, Equity, and Inclusion continued to be a focus for our organization and how we achieve the goals of our business. In 2023, we continue to build on this foundation by investing further in the development of Managers and Supervisors. Further enhancement of our Diversity, Equity, and Inclusion training, including the Myers-Briggs Type Indicator, delivers additional insight into each leader’s psychological preferences. Focusing on the leadership of production hourly employees in 2023 has been instrumental in advancing our performance. Annually, all leaders complete a refresh of our Code of Conduct and Anti-Harassment and Discrimination training. Aside from training, we continue to identify and track the retention and development progress of minority, female, disabled, and veteran employees in our talent review process.

REV Group has demonstrated a dedicated commitment to bolstering our veteran workforce, resulting in the successful recruitment of 130 veterans. This commitment has earned us recognition as a veteran-friendly company by militaryfriendly.com, underscoring our commitment to fostering a diverse and inclusive workforce.

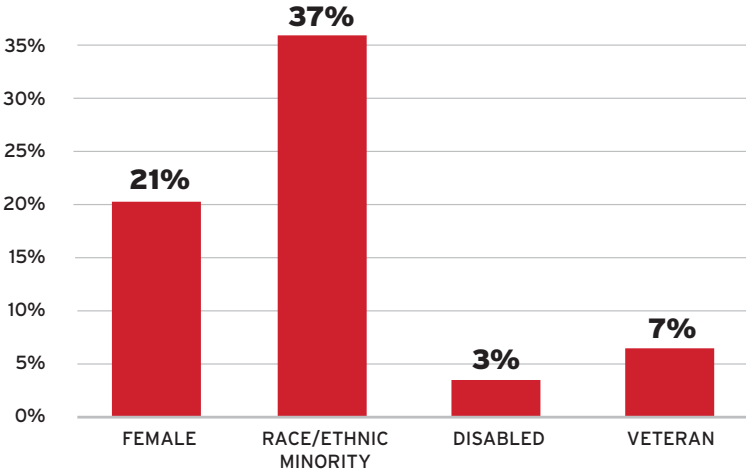
We reached a significant milestone by enhancing the diversity of our Board of Directors through the appointment of a highly-experienced female independent director, bringing valuable insights from diverse industries.

LEADERSHIP DIVERSITY BY LEVEL

	Sr. Leadership	Directors	Managers
Total	26	102	230
Female*	8%	17%	20%
Minority*	12%	16%	14%
Veteran	16%	12%	13%
Disabled	4%	2%	4%

*Two female minority Directors and seven female minority Managers counted in both categories. Manager criteria redefined based on salary grade to better reflect category and data accuracy.

ALL REV GROUP EMPLOYEES* — DIVERSITY



*Includes all regular, non-contingent, REV Group employees.



DO WHAT'S
RIGHT





GOVERNANCE AND ETHICS

BOARD OF DIRECTORS, NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

Conducting business consistently with Environmental, Social, and Governance (ESG) best practices is one of the highest priorities of the REV Group Board of Directors and senior leadership. As noted in the introduction to this report, during 2023, REV welcomed a new, independent director to its board. Maureen O'Connell is an NACD-certified director and offers a wealth of accounting and corporate governance experience. REV looks forward to the new perspective she will bring to the Board of Directors.

REV Group is committed to ensuring that employees and the public are able to inform the company of known or suspected violations of applicable law and company policies. To that end, all employees are made aware that reports of illegal activity or policy violations can be made to their supervisor, another supervisor, the human resources department, the legal department, and through the company's compliance hotline. Reports through the hotline can be made anonymously, and all employees are reassured that the company will not tolerate any retaliation or retribution against anyone who brings such a report in good faith.

SPEAK UP—CODE CONDUCT VIOLATIONS

Individuals are encouraged to report all known or suspected violations of the law or company policies. The compliance hotline maintained by REV Group can be used to report (anonymously if desired) any questions or concerns that exist. All reports are investigated by the appropriate functional area. All new hires receive training on REV's Code of Conduct upon hire and all employees receive training on the Code at least annually.

In fiscal year 2023, we received 59 reports of potential policy violations through the compliance hotline. This equates to slightly less than 9 reports per 1,000 employees. REV thoroughly investigates all of these reports and endeavors to resolve them in a timely manner. All reports are disclosed to the Audit Committee of the Board of Directors. REV also considers whether outside attorneys or other outside experts are needed to properly investigate and respond to any reports received.

REV does not and will not tolerate any retaliation or retribution of any kind against any employee who reports a known or suspected violation of company policies in good faith. Additionally, the company's policies make clear that adherence to the letter and the spirit of these "Speak Up" obligations will be considered in the context of performance reviews and merit wage increases.

A red fire truck with a ladder extended, parked in front of a red building. The truck has "BEVERLY FIRE-RESCUE" and "LADDER 1" written on it. The background shows a red building with white trim and a blue sky with clouds.

CODE OF CONDUCT, ANTI-HARASSMENT, ANTI-BRIBERY TRAINING

Our Code of Conduct and various company policies detail what is expected of employees in numerous areas, such as anti-corruption, insider trading, and conflicts of interest. We deliver annual training to all employees that covers our requirements for adherence to the Code of Conduct and established policies, and provide annual reports on our progress to the Nominating and Corporate Governance Committee, the Audit Committee, and the Board of Directors. In this reporting, we include any significant disciplinary or other remedial actions taken as a result of violations.

Training continued in 2023 for all employees on key compliance areas. Our Code of Conduct, as well as Anti-Harassment and Discrimination training, was delivered to the entire workforce. REV Group Accounting and Finance staff, Sales, and all mid- and upper-level leaders also completed Anti-Bribery training.

WE REMAIN 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.



Vehicles for life

2023
**SUSTAINABILITY
REPORT**

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