



2024 Sustainability Report

Connect and Protect



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A Message from Mark Skonieczny, REV Group, Inc. President and CEO

At REV Group, we are more than a specialty vehicle manufacturer—we are a nationwide network of communities where our employees, dealers, and other stakeholders live and work, and the connecting roads on which our end customers operate our vehicles. From motorhomes that inspire family adventures to fire trucks and ambulances that provide critical care, our mission is to protect and enrich the lives within the communities we serve and the employees who build these vehicles, as well as the EMTs, firefighters, warehouse drivers, construction workers, and countless others who depend on them. And so, our commitment remains steadfast to reduce our environmental footprint, to develop innovations which offer safety and protection to our employees and users, and to help improve the cities and neighborhoods we call home.

With that, we are pleased to share REV Group's sixth annual Sustainability Report. Here are a few key highlights from the pages ahead:

Environmental

In Fiscal Year (FY) 2024, we streamlined our operations, transitioning from three segments to two—Specialty Vehicles and Recreational Vehicles. This included the divestiture of school bus manufacturer Collins Bus Corporation, and heavy-duty transit bus manufacturer EIDorado National (California), Inc. (ENC). These changes reduced our environmental footprint which was reflected in measurable improvements across our 2024 emissions, waste, and water metrics.

Social

In FY2024, we reduced the frequency and severity of workplace injuries to the lowest level in the history of REV Group. Our Total Recordable Incident Rate improved by 10% and the Lost Time Incident Rate saw a significant 50% improvement compared to FY2023. In addition, REV Group was honored for its ongoing support of veteran employees and their spouses, receiving the 2024 Military Friendly Employer and Military Friendly Spouse Employer awards.

Governance

In 2024, American Industrial Partners (AIP) sold their majority stake in REV Group, resulting in the replacement of their board representatives with independent directors. REV Group's board now comprises seven directors with diverse backgrounds and expertise. To further strengthen their oversight capabilities, the board received ESG training, enhancing their understanding of reporting requirements and regulatory responsibilities.

While we are proud of the progress made in FY2024, we recognize that the road to a sustainable future requires relentless innovation, collaboration, and accountability. In the coming years, we will continue to push boundaries, hold ourselves to ambitious goals, and lead with integrity in all we do.

Thank you for your continued support and partnership. Together, we can build a future where the vehicles we manufacture not only serve critical needs but also contribute to a healthier planet and stronger communities.



Sincerely,

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



Connect and Protect

About Our Company



Vision, Mission, and Values



We strive to be more than a specialty vehicle manufacturer—we aim to make a positive impact by delivering products that make life safer, easier, and better for everyone.

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.

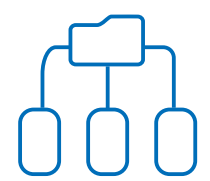
How We Deliver

REV Group developed and launched the REV Drive Business System in 2021 to explain how we prioritize, strategize, and work together to deliver value to our employees, customers, and shareholders.

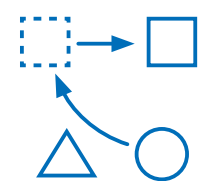
REV DRIVE Business System



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.



Company Overview

REV Group companies are leading designers and manufacturers of specialty vehicles and related aftermarket parts and services. They serve a diversified customer base, primarily in the United States, through two segments: **Specialty Vehicles and Recreational Vehicles.**

The Specialty Vehicles Segment provides customized vehicle solutions for applications, including essential needs for public services (ambulances and fire apparatus) and commercial infrastructure (terminal trucks and industrial sweepers).

REV Group's Recreational Vehicles Segment manufactures a wide range of RVs, including Class A diesel and gas motorhomes, Class C motor coaches, Class B vans, as well as non-motorized travel trailers and truck campers.

REV Group's portfolio is made up of well-established principal vehicle brands, including many of the most recognizable names within their industry, such as Fleetwood RV, Wheeled Coach ambulances, and E-ONE fire apparatus. In addition, several of REV Group's brands pioneered their specialty vehicle product categories and date back more than 50 years, including E-ONE and Capacity, which both celebrated five decades of production in 2024.



\$2.38B

NET SALES



5,700+

TEAM MEMBERS



17

PRIMARY MANUFACTURING SITES, ALL BASED IN THE USA



\$3.3M

SPENT ON RESEARCH AND DEVELOPMENT



\$435M

TOTAL SHAREHOLDER EQUITY



Overview of Specialty and Recreational Vehicles Segments

REV Group companies design and manufacture vehicles, including fire apparatus, emergency vehicles, terminal tractors, street sweepers, and RVs, including motorhomes and truck campers.



Specialty Vehicles Segment Overview—Fire Group

E-ONE, Ferrara, KME, Spartan Emergency Response, Smeal, Spartan Fire Chassis, and Ladder Tower brands each have a unique product offering and adhere to the high standards REV Group has set in performance and reliability. Products offered include aerials, pumpers, AARFs, rescue, and wildland apparatus.



Aerial Ladder Fire Truck



Pumper/Tanker



Rescue



Aircraft Rescue Fire Fighting



Wildland

Specialty Vehicles Segment Overview—Ambulance Group

AEV, Horton, Leader, Road Rescue, and Wheeled Coach companies manufacture leading Type I, Type II, Type III, and Medium-Duty emergency vehicles for fire departments, municipalities, and private companies worldwide.

Each ambulance is designed and built to perform and meet the needs of communities everywhere. To prolong the life of the vehicles, there are state-of-the-art REV Remount Centers in Jefferson, North Carolina, and Grove City, Ohio.



Type 1



Type 2



Type 3



Medium-Duty

Specialty Vehicles Segment Overview—Commercial Infrastructure

Commercial infrastructure vehicles include Capacity Trucks—which are utilized in the busiest ports, rail terminals, and warehouse/distribution centers throughout the world—and LayMor industrial sweepers for municipalities and contractors.



Terminal Truck



Sweeper

Recreational Vehicles Segment Overview

REV Recreation manufactures a diverse range of recreational vehicles as well as molded fiberglass and lamination. The segment operates a genuine parts online warehouse and two state-of-the-art service and repair centers.

From Lancaster, California, to Bristol, Indiana, REV Recreation companies produce travel trailers, truck campers, Class B custom sprinter vans, high-end Class C/Super C motorhomes, and Class A motor coaches.

With one of the industry’s best and longest-standing distribution networks, the segment boasts some of the most recognized and iconic brand names—American Coach®, Fleetwood RV®, Holiday Rambler®, Renegade RV™, Midwest Automotive Designs™, and Lance®.



Class A Diesel/Gas



Class B



Class C



Super C



Truck Camper



Travel Trailer

Facilities Map

REV Group is based in the U.S. with its subsidiaries' manufacturing and service facilities stretching coast to coast. Each facility is dedicated to Lean manufacturing processes and operational excellence. REV Group companies employ 5,700 employees throughout the U.S.



Connect and Protect

Our Environmental, Social, and Governance Priorities and Progress

Materiality Assessment

REV Group conducted a Sustainability Materiality Assessment to identify relevant Environmental, Social, and Governance (ESG) topics, based on stakeholder interviews and leading ESG management frameworks, such as Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP), Sustainability Accountability Standards Board (SASB), and the United Nations (UN) Sustainable Development Goals.

Each year, we re-evaluate our materiality assessment using additional inputs of emerging risks, opportunities, and stakeholder feedback to ensure topic relevancy and data transparency. Throughout this process, we have expanded our efforts and reporting while maintaining focus on our original ESG priorities that form the basis of this report.



Through a collaborative process involving input from both internal and external stakeholders, we identified eight ESG priorities that influence our business and impact our stakeholders.

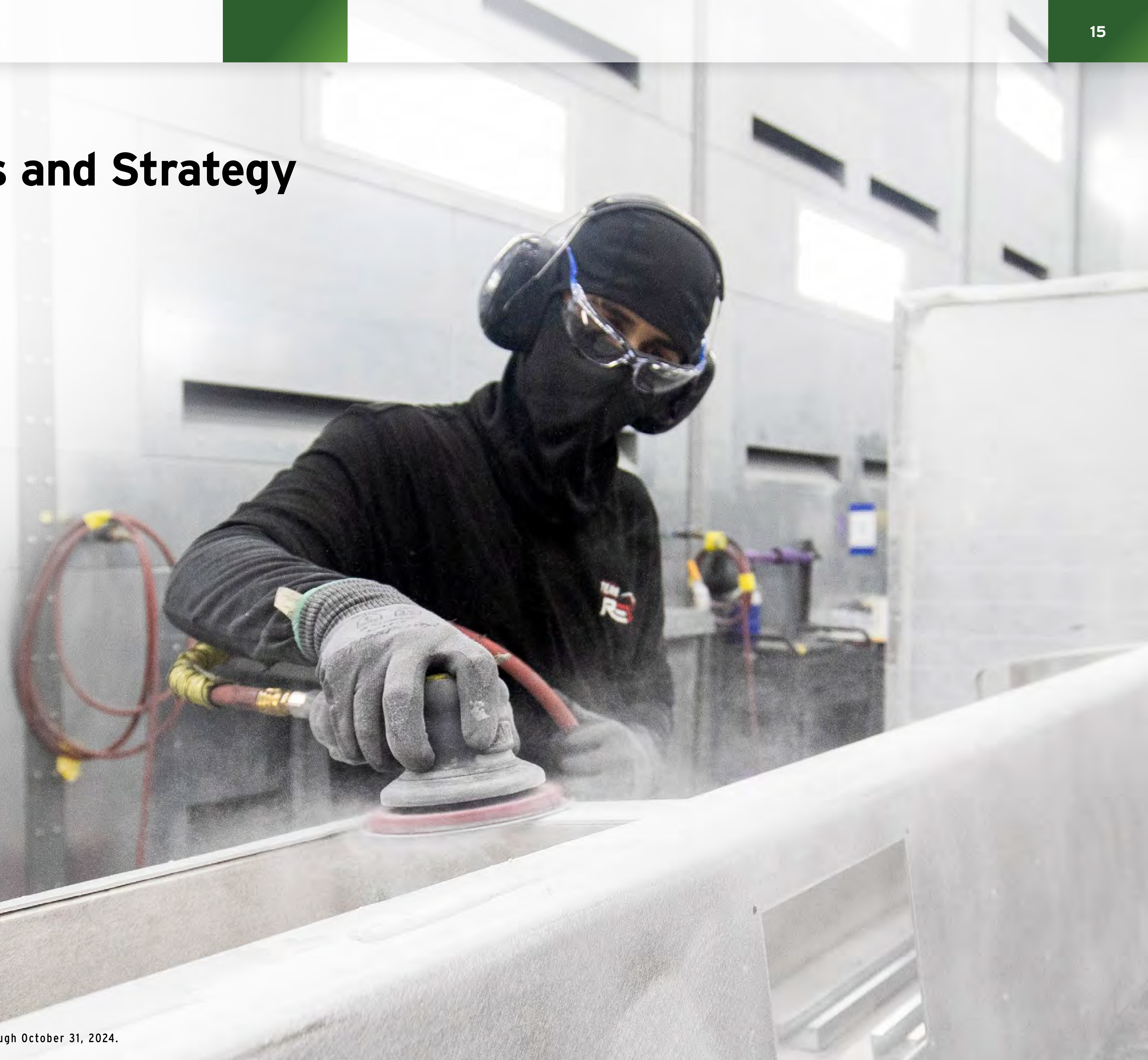
Original ESG Priorities

 <p>PRODUCTION AND VALUE CREATION</p>	 <p>EMPLOYEE AND TALENT MANAGEMENT</p>	 <p>LOCAL COMMUNITIES</p>	 <p>ETHICAL BEHAVIORS</p>	 <p>DATA SECURITY AND PRIVACY</p>	 <p>ENVIRONMENTAL FOOTPRINT</p>	 <p>ENVIRONMENTAL COMPLIANCE</p>	 <p>OCCUPATIONAL HEALTH AND SAFETY</p>
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Sustainability Priorities and Strategy

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

The REV Vision is ***“To improve the quality of life for our customers and communities.”*** It provides the direction and ambition for our ESG strategy, as we continue to evaluate and act on the ESG risks and opportunities within our business that we can impact, both short and long term. As seen throughout this report, our leadership, products, environmental footprint, and investment in the diverse talents of our employees align with the REV Vision of having a lasting, positive impact on our customers, the communities where we operate, and areas where our products are in service.



Connect and Protect

Safety is Life



Environmental, Health, and Safety

Safety is Life is a core value for REV Group, providing a continual drive throughout our operations to make improvements in protecting our employees from injury and reducing impacts on the environment. Our [Environmental, Health, and Safety Policy](#) outlines the guiding principles used to evaluate risks and manage opportunities through regulatory compliance and industry-leading best practices, while engaging leaders and employees in the continuous improvement of the EHS Excellence Roadmap implementation within our business operations.

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. These assessments inform the development of EHS goals, objectives, and action plans for both the enterprise and individual business units.

The EHS strategy is overseen by an Executive EHS Committee that consists of the Chief Executive Officer, Chief Legal Officer, 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. The Board of Directors has chartered the Nominating and Corporate Governance Committee to have oversight of the ESG strategy and reporting.

In 2024, the Board of Directors participated in an ESG training session that provided an overview of the ESG landscape and highlighted key priority issues integral to REV Group's ongoing ESG strategy.

Our EHS Philosophy

- All workplace injuries should be preventable, therefore unacceptable to our way of conducting business.
- REV has the obligation to design our facilities, processes, and products to protect our employees, contractors, visitors to company property, and other stakeholders.
- Every employee and contractor is responsible and accountable for workplace health and safety.
- 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.

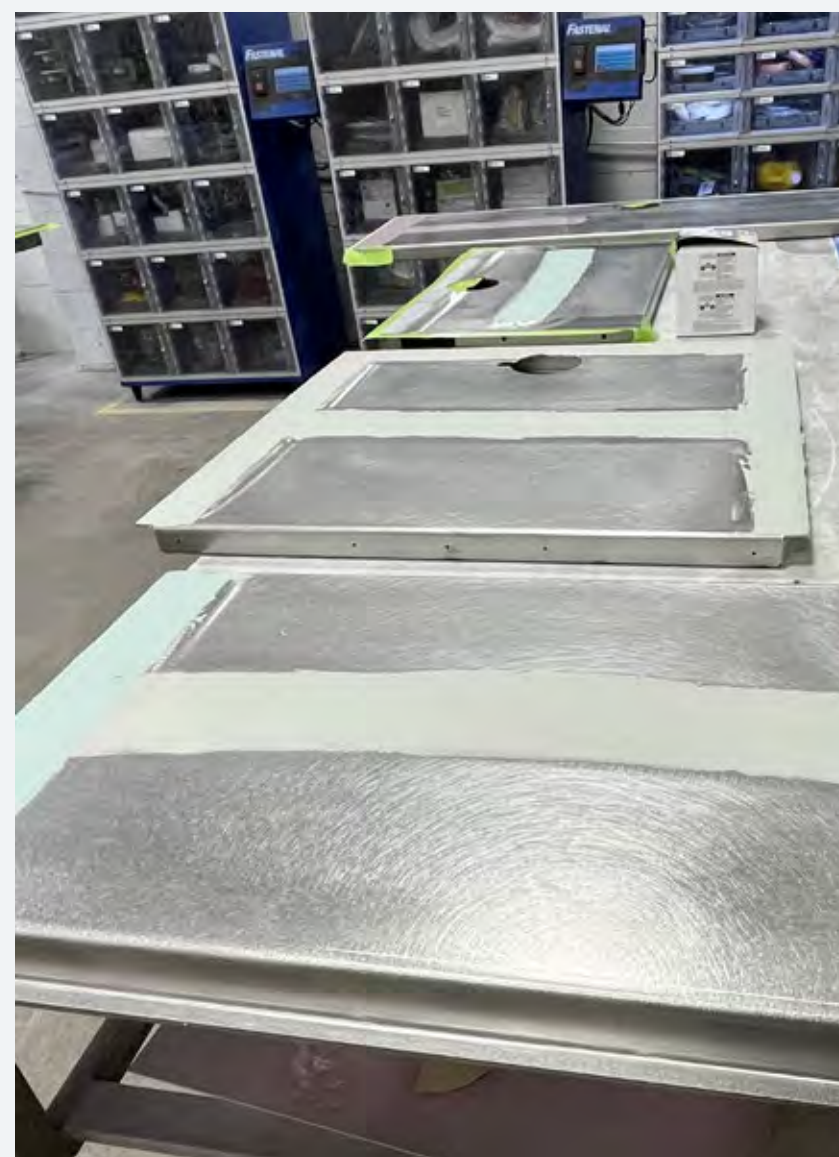


REV Group Highlight



Chemical Reduction

Over the past 13 years, E-ONE in Hamburg, New York, used a specific body filler to prepare truck bodies for painting. Seeking to enhance the painting process, the team identified an alternative low(er)-VOC body filler specifically formulated for stainless steel. After testing and implementing the new filler, they achieved a 60% reduction in the volume of chemical body filler used per truck, streamlined multiple steps in the process, and significantly reduced waste sent to landfill during body preparation and painting.



Environmental Policy

At REV Group, we view environmental regulatory compliance as fundamental to our operations. We have developed systems to provide ongoing verification of compliance, including weekly inspections, effluent monitoring, reporting, and data collection for evaluation of permit conditions. When deficiencies are identified, we take proactive measures to address them, implementing actions to prevent recurrence and monitoring progress until resolution. In addition, through the EHS Excellence Roadmap, we identify best management practices for environmental risks within our operations when regulatory or permit conditions are not required. We have also developed enterprise-wide support resources and forums to provide continuing education, professional development, and the sharing of best practices among business units EHS resources to ensure our operations are appropriately supported. Finally, we conduct regular environmental assessments of our business units to evaluate compliance, identify deficiencies, and further minimize regulatory risk.

Throughout fiscal year 2024, we remained true to our environmental commitments and implemented 23 different projects to reduce

ENVIRONMENTAL COMPLIANCE EVENTS

Environmental Fines ¹	2
Total Monetary Value of Fines	\$47,330
Total Reportable Spills	0

¹Fines include all regulated environmental media including emissions, water discharges, reporting, and recordkeeping.

the overall environmental impacts from our operations. Additionally, our strategy extends beyond compliance, emphasizing the tracking and monitoring of data, which we report through CDP questionnaires on Climate Change, Forestry, and Water Security. For fiscal year 2025, we plan to continue these efforts to reduce impacts on the environment by working with our businesses to further evaluate and reduce waste, air emissions, and energy and water usage.

Environmental Policy *(continued)*

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

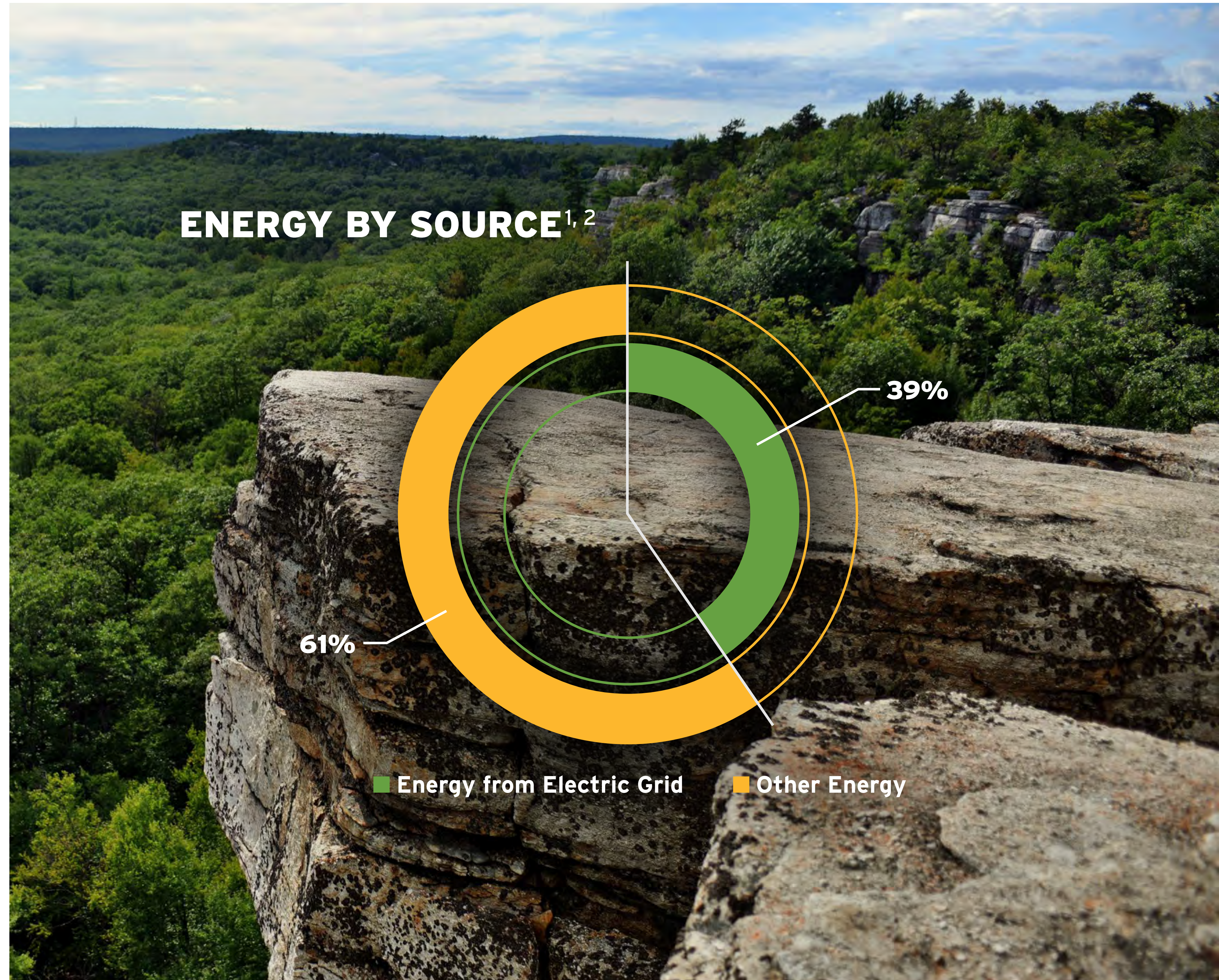


Energy and Emissions

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 Pollutant (HAP) emissions reported. Using this knowledge, we can target operational efficiencies and other energy reduction projects to further reduce carbon emissions and HAP discharges.

In FY2024, REV Group divested two business units, Collins Bus Corporation and Eldorado National (California), Inc. (ENC), and restructured the remaining businesses into two segments—Specialty and Recreation. Following the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, we have recalculated our base emissions (FY2019) and subsequent years to provide comparative data. We have provided a single graph of the original Scope 1 and Scope 2 emissions data prior to divestiture during FY2024. However, all other data is representative of the new REV Group organizational structure and is labeled as “Recalculated.”

¹Energy and emission data does not include emissions from gasoline and diesel mobile sources.
²Calculated to reflect the current organizational structure of REV Group, including the removal of business units divested.



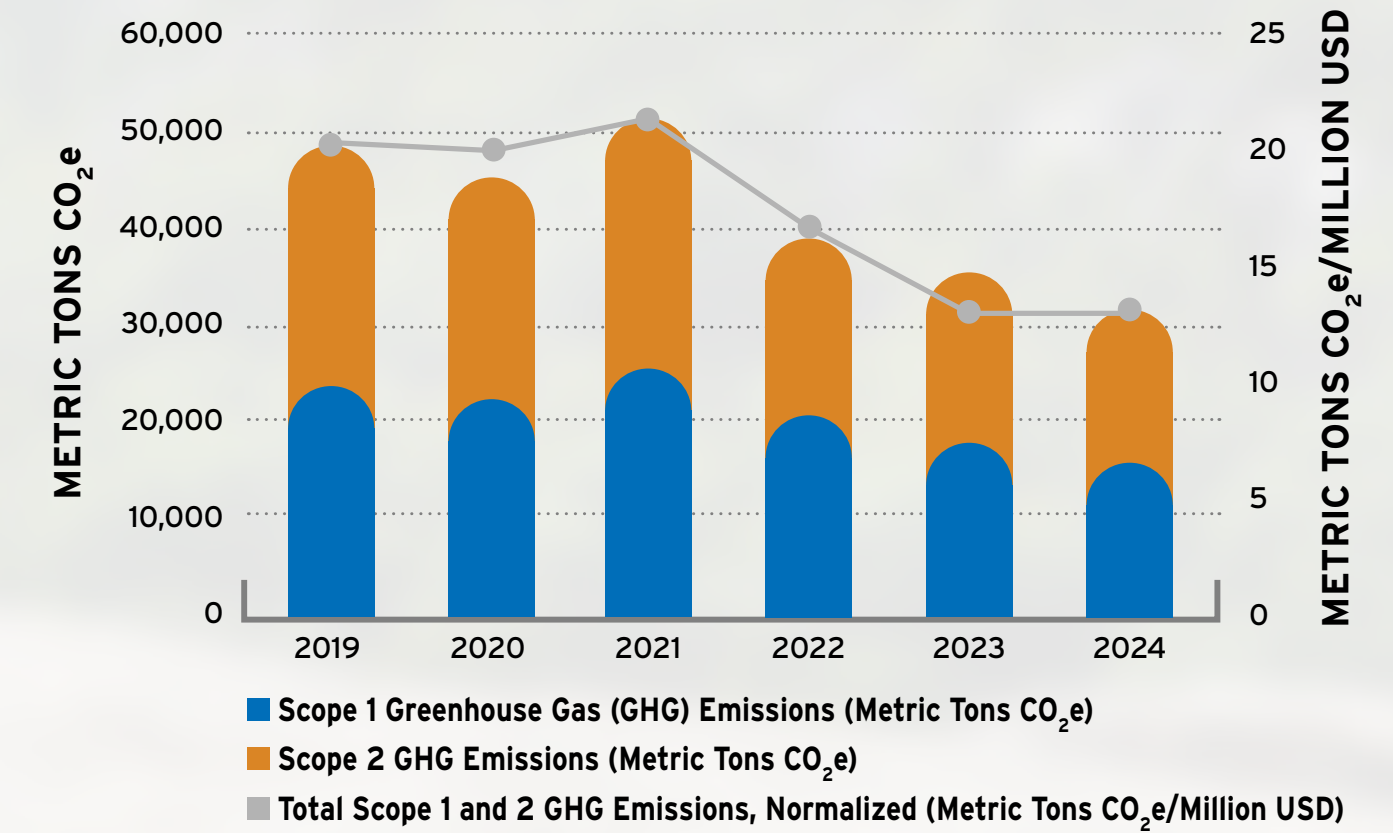
Energy and Emissions *(continued)*



EMISSIONS BY SEGMENT^{1, 2, 4}

SEGMENT	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, 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)
Specialty	5,230	11,260	16,490	9.6	202.1	43.1	4.8	60.0
Recreation	8,570	4,470	13,040	19.9	95.4	55.8	12.5	920.0
REV Group Total	13,800	15,730	29,530	12.4	297.5	98.9	17.4	980.0

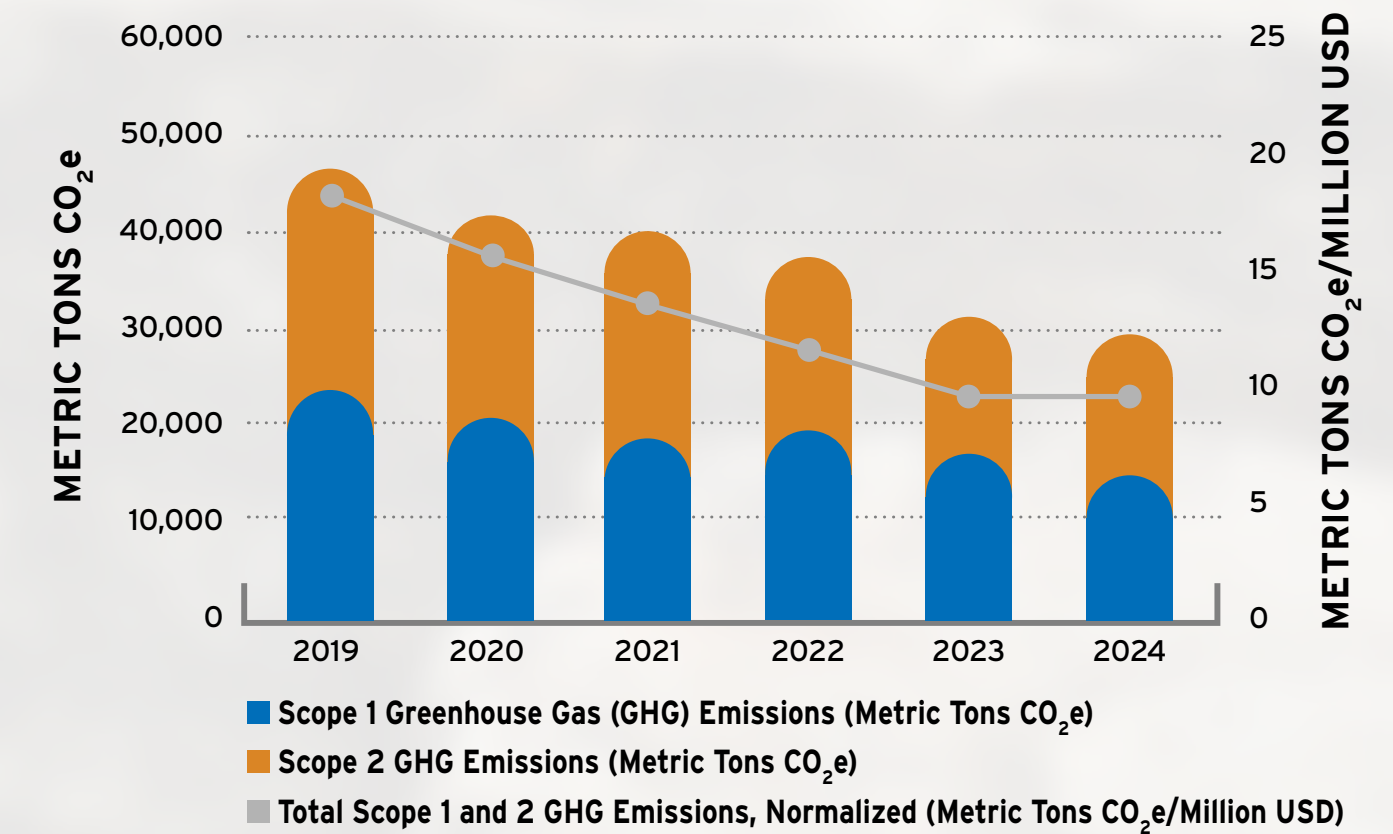
TOTAL SCOPE 1 & 2 EMISSIONS^{2, 4}



ENERGY USE BY SEGMENT^{1, 2}

SEGMENT	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)
Specialty	96,800	0	102,300	59.3	199,100	115.00
Recreation	83,300	43,500	40,600	62.0	167,400	256.00
REV Group Total	180,100	43,500	142,900	60.0	366,500	153.98

TOTAL SCOPE 1 & 2 EMISSIONS RECALCULATED^{2, 3, 4}



¹Data is aggregate by business segment per fiscal year (November 1, 2023 - October 31, 2024).

²Normalization is per fiscal year (November 1, 2023 - October 31, 2024) sales in United States Dollars (USD). Scope 1 energy and emissions data does not include emissions from gasoline or diesel mobile sources.

GHG emissions calculated using emission factors from EPA eGRID2022, January 2024 for FY2024; electricity emission factors based on U.S. Average of Total Output.

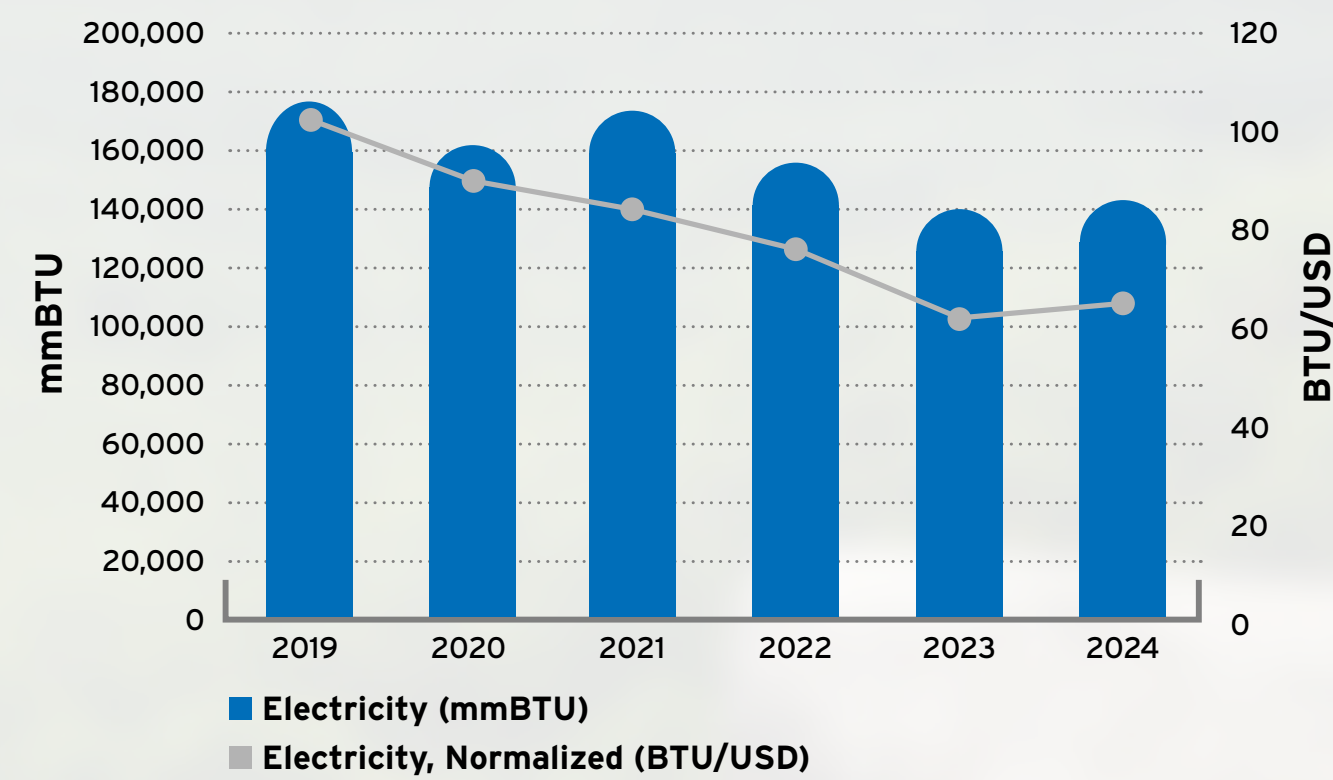
³FY2019 through FY2024 data has been recalculated to reflect the current organizational structure of REV Group, including the removal of business units divested.

⁴CO₂e is carbon dioxide equivalent, which is a standardized unit of measurement that compares the global warming impact of different greenhouse gases.

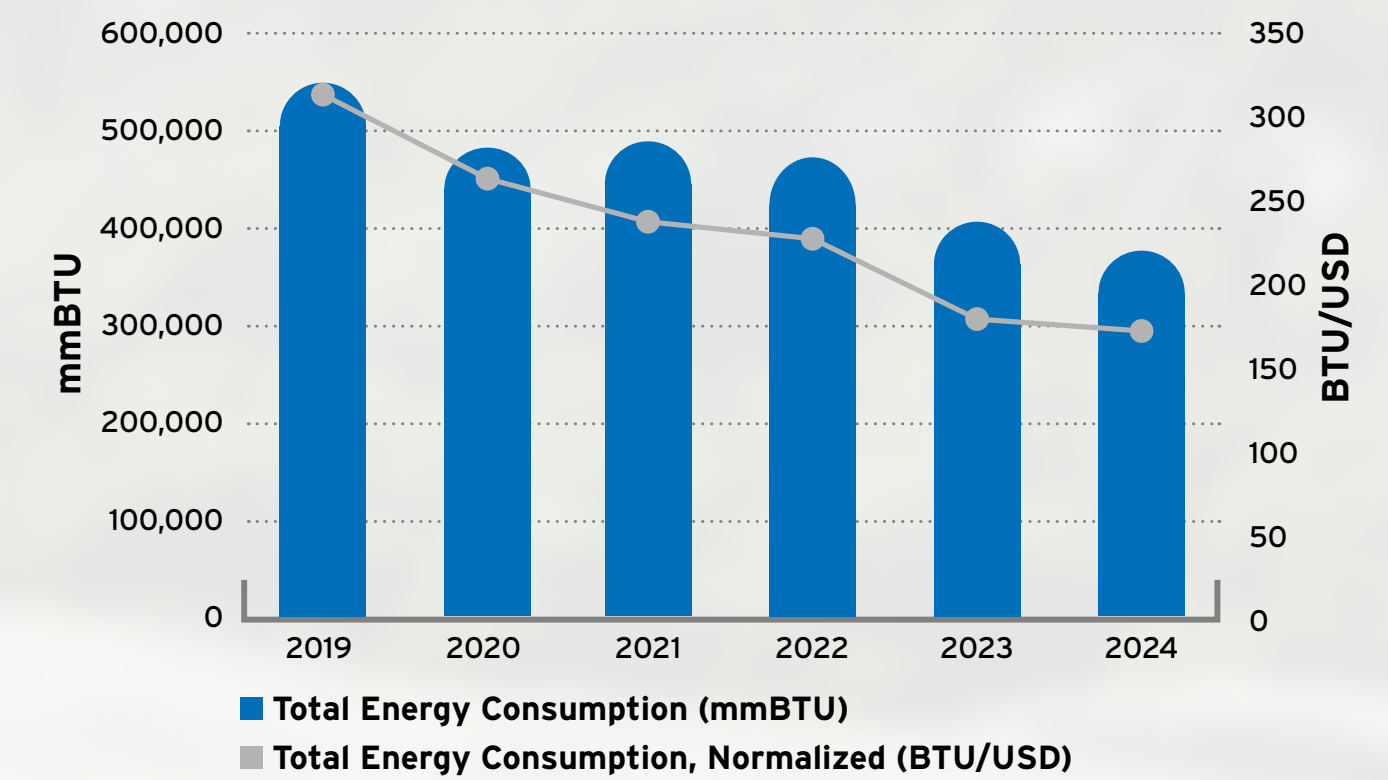


Energy and Emissions *(continued)*

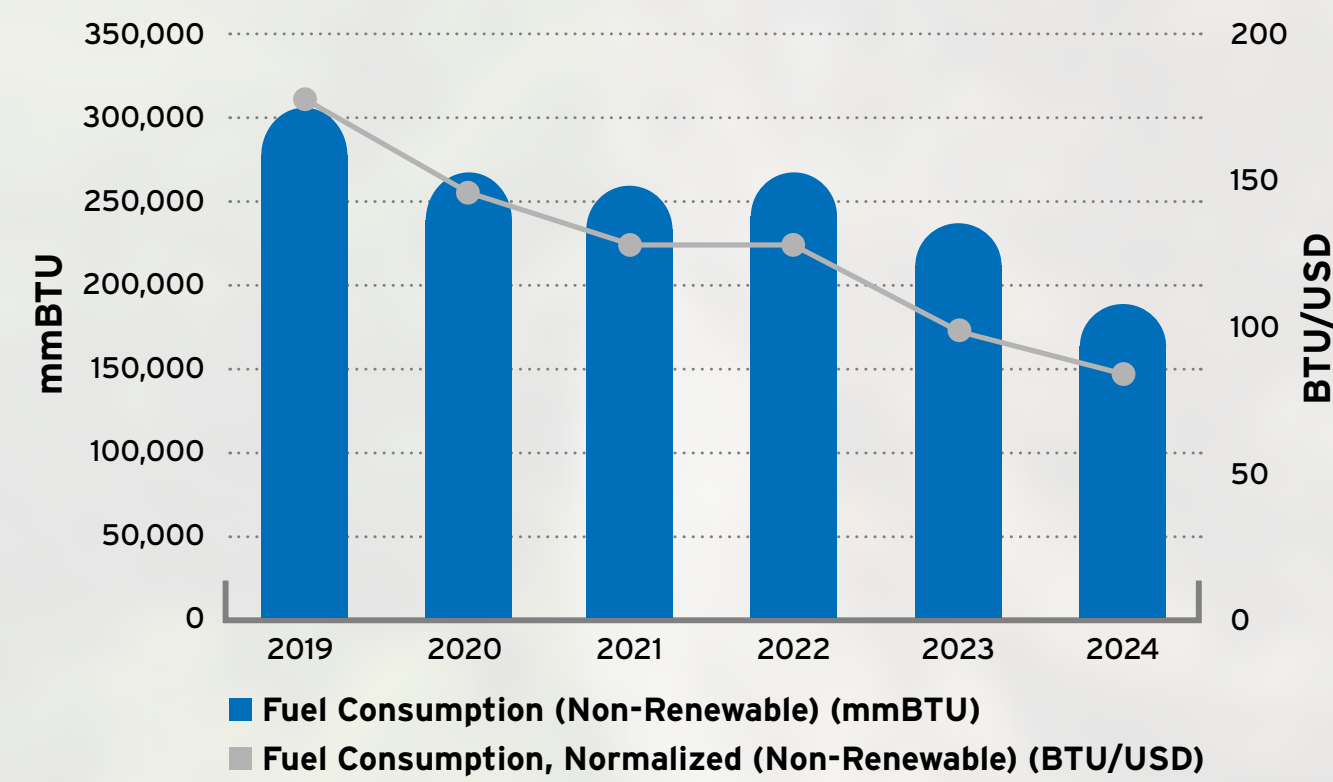
ELECTRICITY CONSUMPTION^{1, 3}



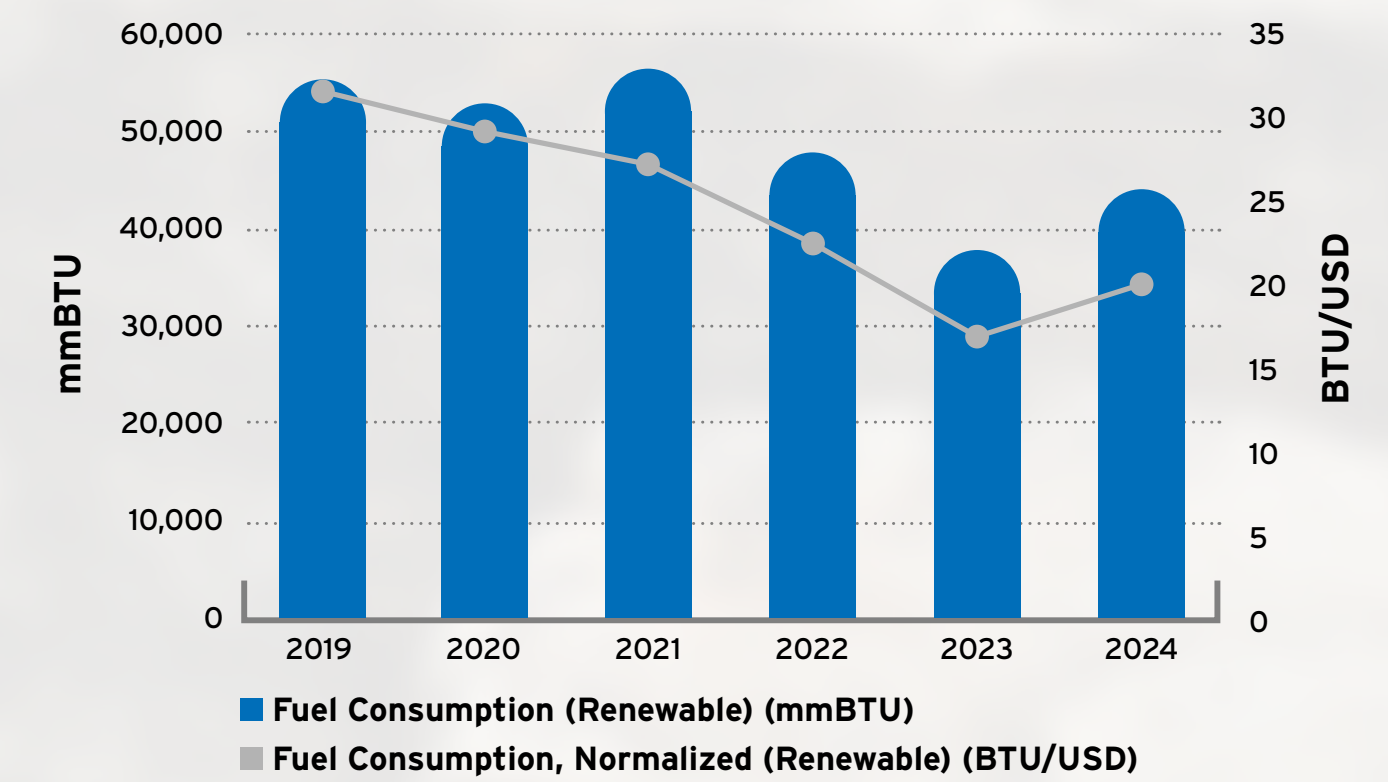
TOTAL ENERGY CONSUMPTION^{1, 2, 3}



NON-RENEWABLE FUEL CONSUMPTION^{1, 2, 3}



RENEWABLE FUEL CONSUMPTION^{1, 2, 3}



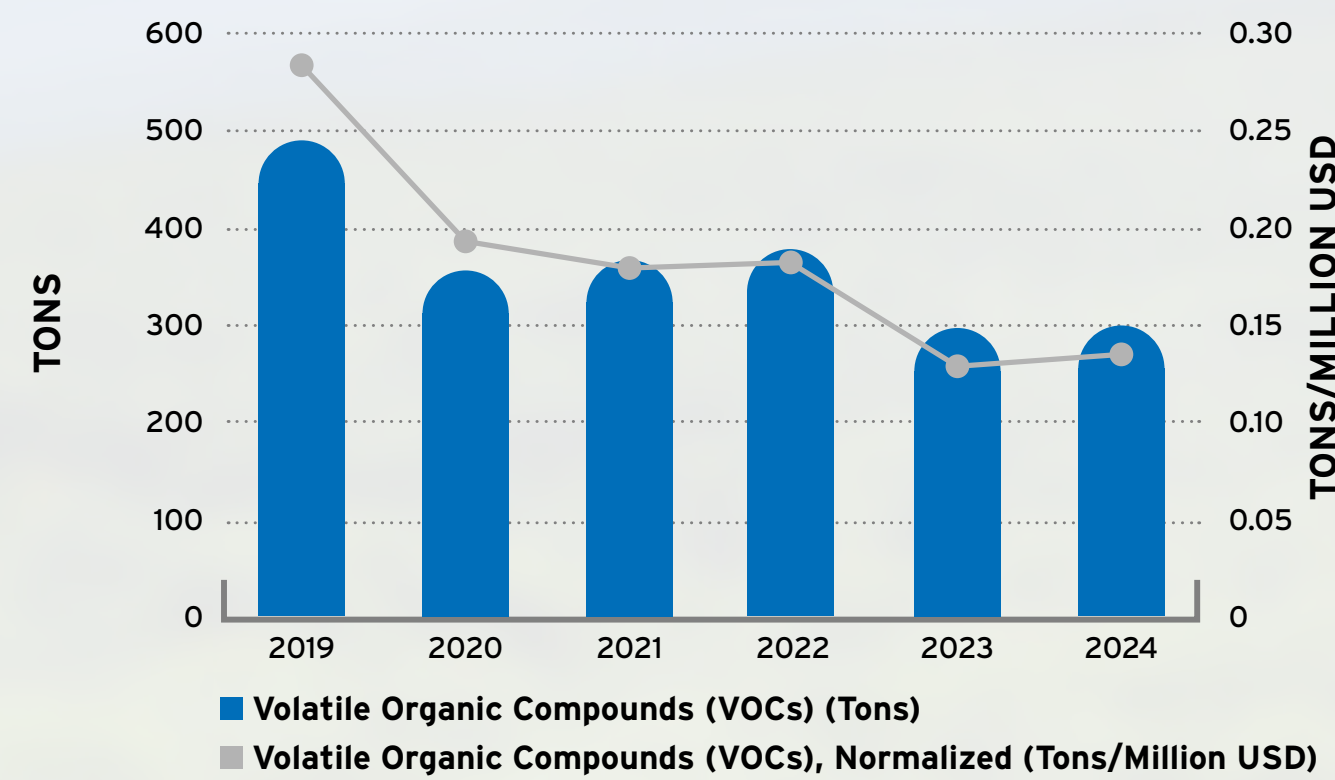
¹ Normalization is per fiscal year (November 1, 2023 - October 31, 2024) sales in United States Dollars (USD).

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

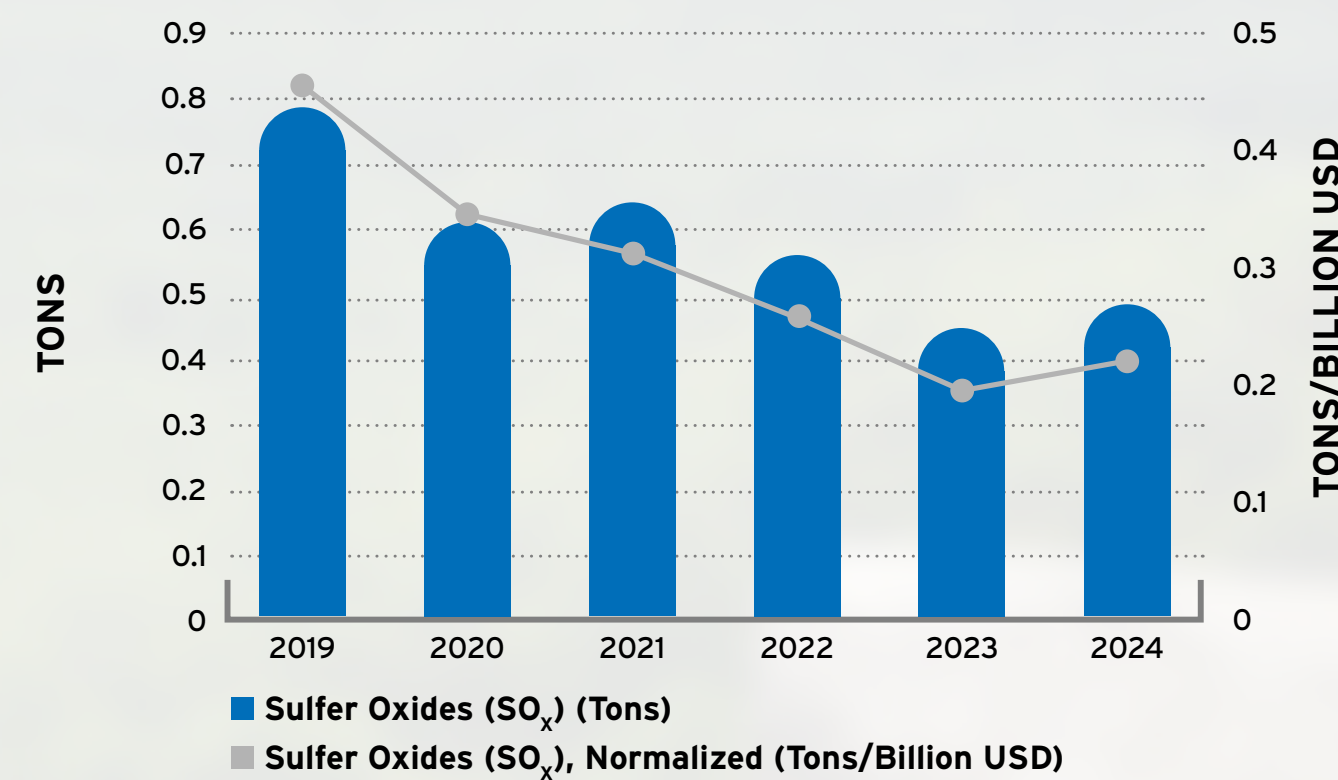
³ FY2019 through FY2024 data has been recalculated to reflect the current organizational structure of REV Group, including the removal of business units divested.

Energy and Emissions *(continued)*

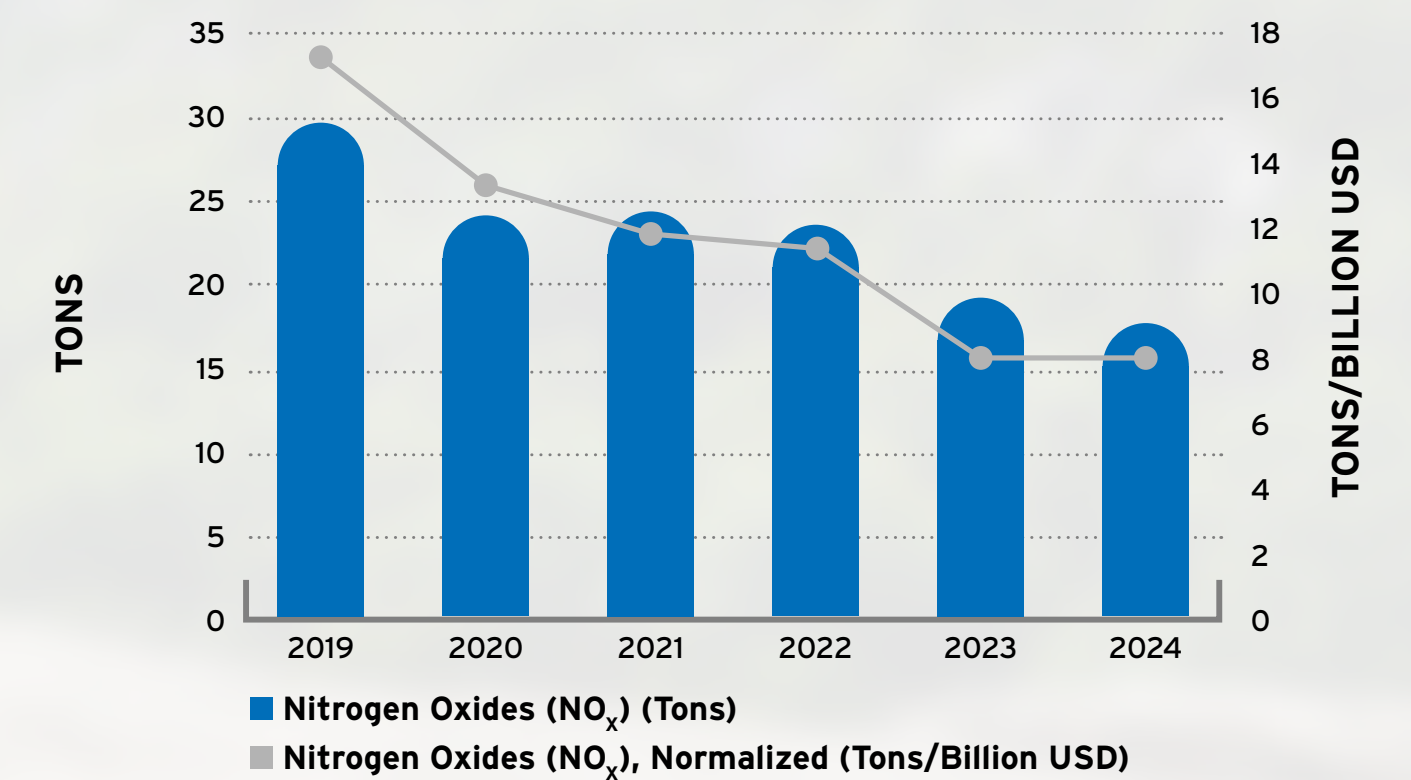
VOC EMISSIONS^{2, 3, 4}



SO_x EMISSIONS^{1, 2, 4}



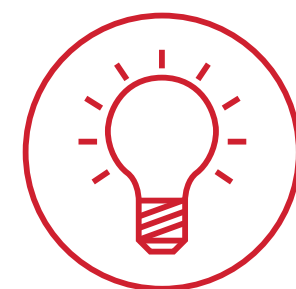
NO_x EMISSIONS^{1, 2, 4}



¹GHG emissions calculated using emission factors from EPA eGRID2016, February 2018 for FY2019-2021, EPA eGRID 2020, February 2022 for FY2022, September 2023 for FY2023, EPA eGRID2022, January 2024 for FY2024; electricity emission factors based on U.S. Average of Total Output.
²Emissions data does not include emissions from gasoline or diesel mobile sources. Normalization is per fiscal year (November 1, 2023 - October 31, 2024) sales in United States Dollars (USD).
³VOC and HAPs are determined through a mass balance calculation using the regulatory definitions for the individual state(s) in which each business operates.
⁴FY2019 through FY2024 data has been recalculated to reflect the current organizational structure of REV Group, including the removal of business units divested.

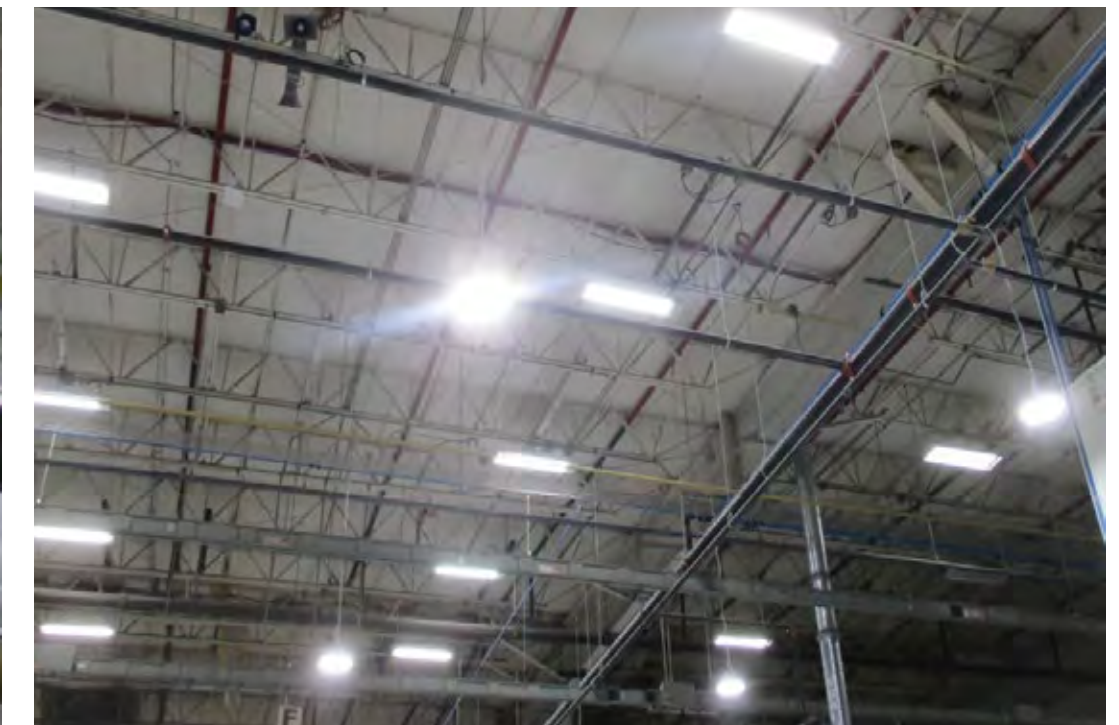
⁵Energy savings estimated based on average facility operating hours.
⁶Scope 2 emissions are calculated by the sum of energy savings multiplied by the U.S. average non-baseload emission factors per EPA eGRID2022, January 2024 for carbon dioxide, nitrous oxide, and methane. Nitrous oxide and methane have been weighted by their respective global warming potential per Intergovernmental Panel on Climate Change (IPCC), Fifth Assessment Report (AR5), 2013.

REV Group Highlight



Re-Lamping for Energy Reduction

In FY2024, LED re-lamping projects were evaluated and implemented across REV business units. Whether a single project or phased implementation, REV business units continue to improve lighting levels while reducing energy use and related costs through LED conversion. One example is at American Emergency Vehicles (AEV) where they have made substantial progress in updating their lighting systems to LED. Across its campus, AEV has replaced approximately 5,350 54-watt fluorescent bulbs with 25- or 32-watt LEDs, reducing energy demand by approximately 10,800 kWh per week⁵ and Scope 2 emissions⁶ by just under 400 tons per year.



Energy and Emissions *(continued)*

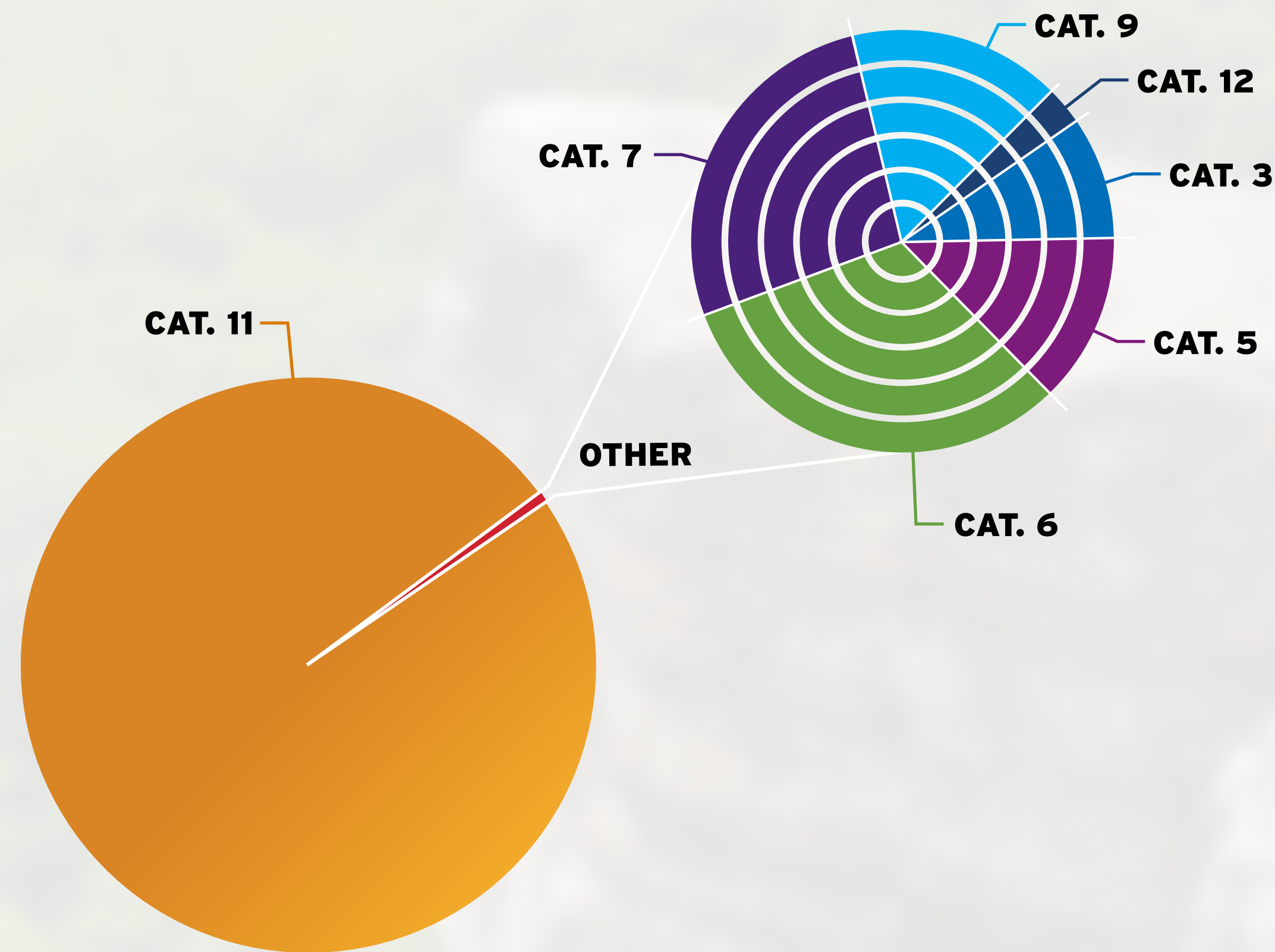
Starting in FY2022, we worked with a third-party consultant to evaluate and analyze the application of Scope 3 emissions categories, which form the foundation for our Scope 3 data collection in fiscal years 2022, 2023, and 2024. Using the Greenhouse Gas Protocol Technical Guidance for Calculating Scope 3 Emissions, we prioritize and calculate the associated emissions for 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**

Category 11, Scope 3 emissions, Use of Sold Products represents emissions from the vehicle throughout its lifetime and is the vast majority of our total GHG emissions. Our vehicles connect and protect people around the world, serving communities during emergencies, moving commerce, and bringing customers closer to the environment by supporting recreational lifestyles. Our ability to continue to “serve our customers when they need it most” reinforces

our efforts and strategic direction to identify opportunities to improve fuel efficiency and continue the research and development of alternative fuel vehicles.

FISCAL YEAR 2024 SCOPE 3 EMISSIONS



Water

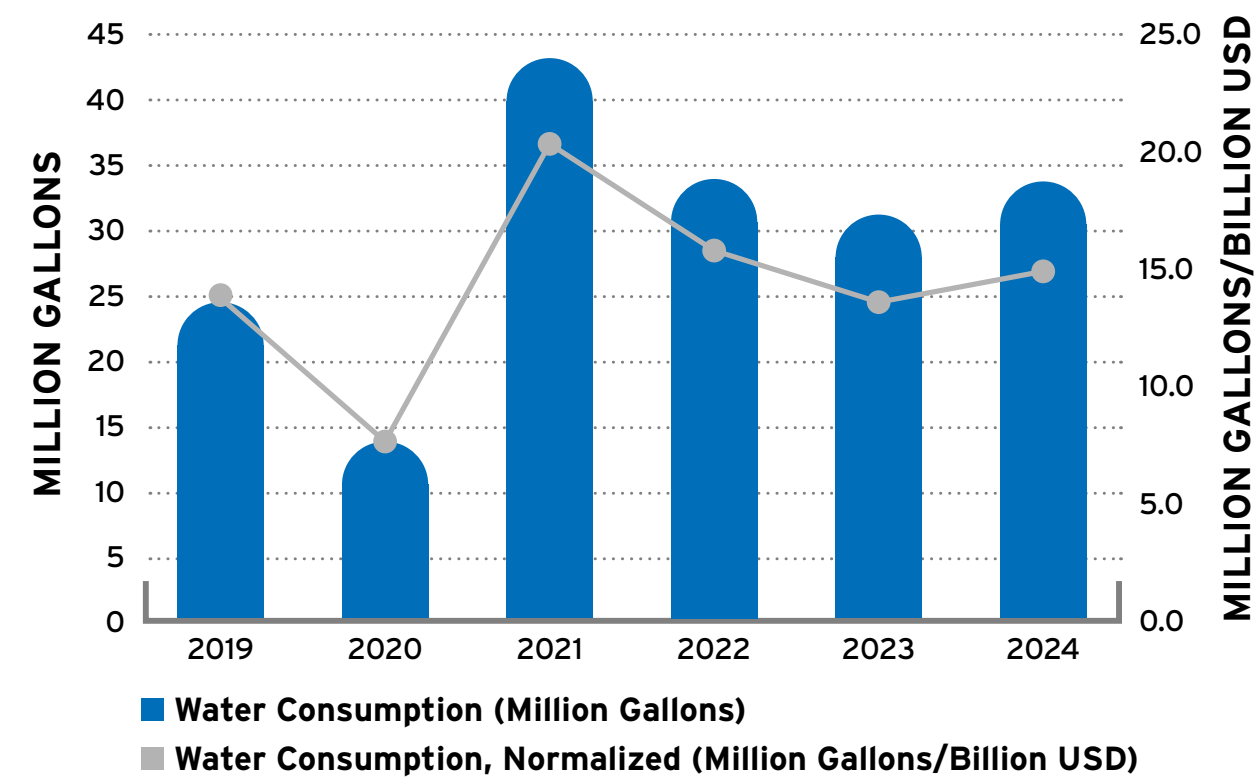
REV Group recognizes the increasing concerns of water scarcity across the world and the potential impacts that it may have on operations, ecosystems, and biodiversity. Within the communities surrounding our businesses, REV Group facility operations manage stormwater run-off and associated risks to surface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



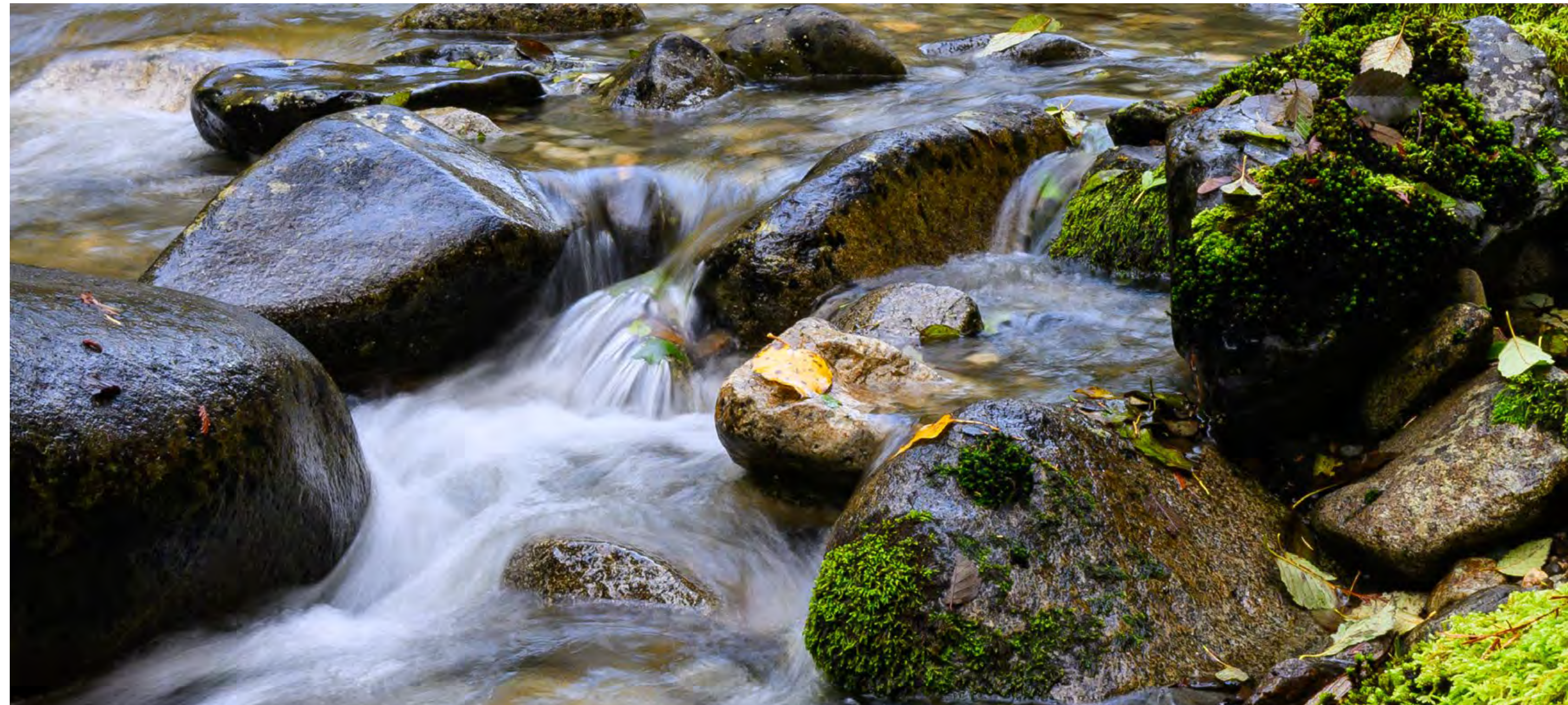
WATER BY SEGMENT^{1,3}

SEGMENT	WATER				Water Withdrawal from Areas with High Water Stress	
	Water Withdrawal (Million Gallons)	Water Withdrawal, Normalized (Million Gallons/Billion USD)	Wastewater Discharged (Million Gallons)	Wastewater Discharged, Normalized (Million Gallons/Billion USD)	Million Gallons	Percent of Total Withdrawal
Specialty	25.4	14.7	7.17	4.15	11.1	33.9%
Recreation	7.3	11.2	0.39	0.59		
REV Group Total	32.7	13.8	7.55	3.17		

WATER WITHDRAWAL^{1,2}



Stormwater run-off is managed at each business through stormwater pollution prevention plans. These plans assess potential risks from the storage of chemicals, raw materials, and waste, while utilizing pollution prevention best management practices to minimize risk of potential contamination to stormwater run-off. Our practices include spill prevention plans, secondary spill



¹Normalization is per fiscal year (November 1, 2023 - October 31, 2024) sales in United States Dollars (USD).
²FY2019 through FY2024 data has been recalculated to reflect the current organizational structure of REV Group, including the removal of business units divested.
³Wastewater discharged represents water used within the manufacturing process only.



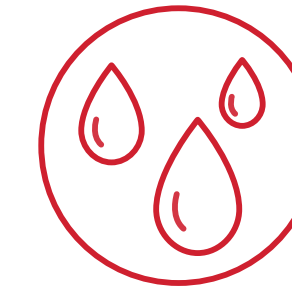
Water *(continued)*

containment systems, limiting exposure to weather impacts, 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 testing, including leak testing and pump-system certifications. For vehicle testing, we use storage and recycling systems to reuse the hundreds of millions of gallons of water that are needed each year. The circulated water is treated to maintain water quality when needed; closed-loop and other containment systems are also used to limit water loss during testing. While these efforts have reduced our water usage and wastewater effluent, we continue to review our water use to identify reduction and recycling opportunities.

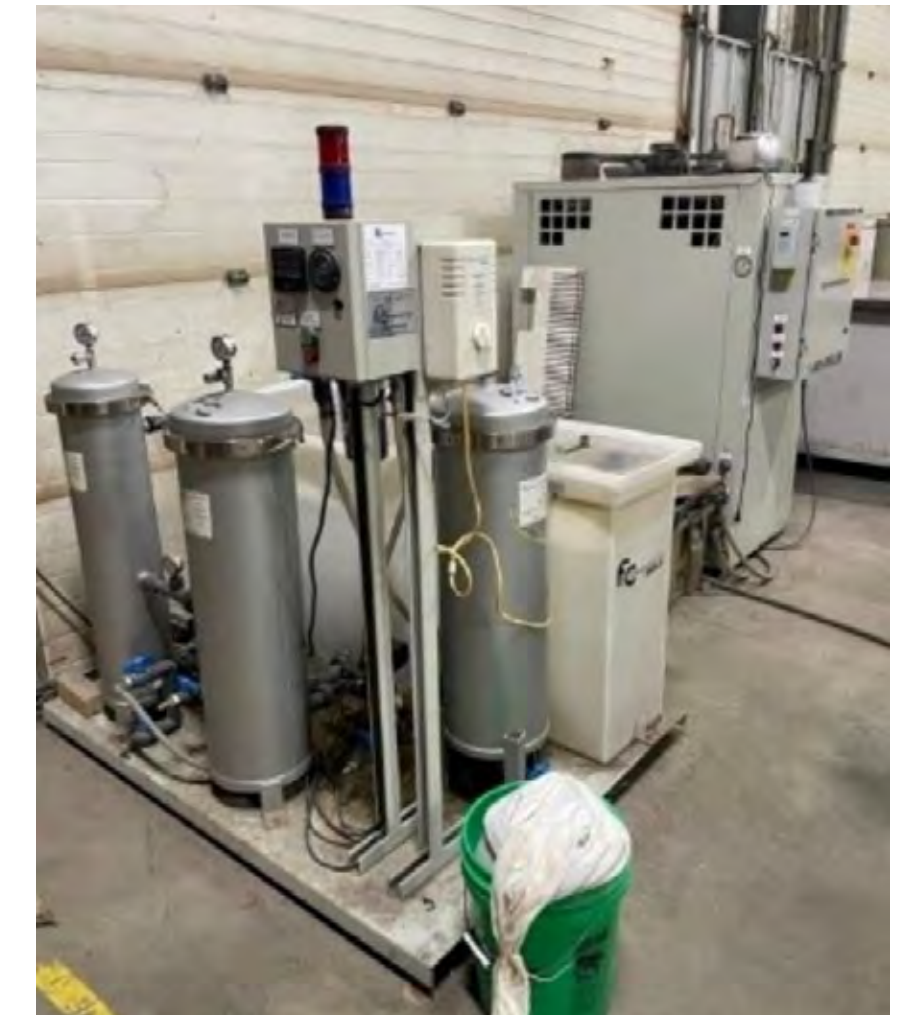
We use the World Wildlife Fund (WWF) Risk Filter Suite to conduct biodiversity and water risk assessments of REV Group operations, all of which are located within the United States. Guided by the analysis tool, we were able to evaluate local water basin risks for scarcity, water quality, flooding, and multiple biodiversity risk factors to identify operations within high-risk water basins. Three of our 17 primary business locations are situated within water basins identified with high-water scarcity risk. For these operations, we continue to monitor water use and utilize best practices for water usage, recycling systems, and stormwater run-off systems to further limit the impact to local water basins.

REV Group Highlight



Water Reduction

Renegade RV was withdrawing and discharging over 17,000 gallons of wastewater per month for a metal-cutting CNC water jet and vehicle rain bay test booth. After working with a consultant, Renegade installed zero-discharge water treatment systems on both operations. These systems utilize a series of bag filters and UV light to clean, maintain, and recirculate water from holding tanks. After three to five months of use, the holding tanks are pumped by a waste vendor for disposal. The zero-discharge systems have reduced water withdrawal for this process by approximately 75% and associated wastewater discharge by 100%.



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, reduce, reuse, or recycle.

Each year, our business units are tasked with identifying opportunities to reduce waste-to-landfill, hazardous waste, air emissions, water and energy use, and other environmental impacts. Through this process, general waste material created within our operations is evaluated for opportunities to reduce the volume to landfill. Material such as cardboard, wood, scrap metal, electrical wires, electronics, and other materials are identified, segregated, and recycled through local suppliers. Our businesses monitor new and existing general waste streams and share best management 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 work to 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.

Through our continued efforts in FY2024, our businesses identified and initiated projects to reduce chemicals and more effectively manage hazardous wastes, resulting in a 4% reduction in total weight of hazardous waste generated. These efforts will continue in FY2025 to further reduce hazardous, non-hazardous, and universal wastes.

HAZARDOUS WASTE BY SEGMENT

SEGMENT	Hazardous Waste Generated (Tons)	Hazardous Waste Recycled (Tons)
Specialty	190	25.4
Recreation	24	3.3
REV Group Total	214	28.7

REV Group Highlight



Cardboard Recycling

Capacity of Texas was recycling cardboard waste but noticed that cardboard was being mixed with the waste-to-landfill due to the location and convenience of the open-top general refuse dumpsters. By working with a team from Operations, EHS, and Facilities, dedicated open-top collection containers with a 1.5 yd³ capacity were purchased and strategically placed throughout the facility. The results were quickly realized as weekly cardboard recycling pick-ups doubled, diverting an estimated 4,000 yd³ of cardboard from the landfill to recycling annually.

In addition, using a cardboard shredder, the Capacity of Texas aftermarket parts distribution team replaced chemical expansion foam with shredded cardboard to fill packages for shipment. This change eliminated approximately 6,630 lbs. of chemical foam annually from their operations.



Health and Safety Policy

Our commitment to creating a safe work environment and protecting the health and safety of all stakeholders (employees, customers, contractors, etc.) starts with our core value of “Safety is Life.” The EHS Excellence Roadmap, our EHS management system, creates a standard framework for EHS programs, processes, and procedures that exceed regulatory compliance, focusing on industry best practices to reduce risks for injury and illness throughout our operations.

Every year, we conduct EHS Excellence assessments which form the foundation for each business to drive continuous improvement through their annual EHS action plan. Each action plan is developed by the business unit EHS Leadership Committee with the intent of shared ownership throughout the organization to engage in systemic improvements. Frontline employees are encouraged to engage in EHS improvement actions through daily huddles, safety suggestions, near-miss reporting, emergency response teams, and the employee EHS committee.

We continue to 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.

In FY2024, 100% of REV business units achieved their year-end leading metric goals. Not only did these efforts result in a more robust EHS management system within each business, but REV Group reduced the Total Recordable Incident Rate (TRIR) by 10% in FY2024.

For FY2025, we will continue to focus on continuous improvement within each business’ EHS Excellence Roadmap. In addition, using data and trend analysis, each business will be focusing on key initiatives addressing the culture and reducing the risk of the top two injuries across REV Group operations—strains and lacerations. Through the action plans and related efforts, our goal is to reduce the TRIR by 20% during FY2025.



	2020 ²	2021 ²	2022 ²	2023 ²	2024 ²
Near-Miss Rate	2.6	2.9	70.4	115.8	110.1
Total Recordable Injury Rate ¹ (2021 Industry Average: 4.3)	3.2	2.8	2.7	2.4	2.2
Lost Workday Case Rate ¹ (2021 Industry Average: 1.8)	0.5	0.6	0.5	0.6	0.3
Fatality Rate	0	0	0	0	0

¹ Injury Rate is based on all REV Group employees (full- and part-time, contingent, and non-contingent staff). 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 12-month calculations based on fiscal year data (November - October).

Employee Health and Well-Being

At REV Group, we prioritize the overall health and well-being of our employees, recognizing that a supportive work environment enables every team member to thrive, both on and off the job. As part of our commitment to employee welfare, we provide a comprehensive benefits program and a living wage, ensuring our team members can support themselves and their families, while enhancing their physical, social, emotional, and financial well-being.

Physical Well-Being

REV Group offers access to two medical plan options (HSA and PPO), along with prescription drug coverage, dental and vision insurance, and other ancillary benefits to help employees maintain their health.

Social and Emotional Well-Being

Understanding the importance of supporting employees' social and emotional health, REV Group provides an Employee Assistance Program (EAP) that offers resources for mental health support, dependent care referral services, legal assistance, and financial counseling. Additionally, we partner with Talkspace, a digital therapy platform, to provide employees with access to licensed therapists and mental health support in a manner that suits their schedule and comfort level.

Financial Well-Being

To promote financial wellness, we provide company-paid short-term disability, life insurance, and accidental death and

dismemberment coverage for added peace of mind. REV Group also offers competitive retirement benefits, including a 401(k) plan with a company match of up to 4%. For employees who choose the HSA medical plan, we contribute up to \$1,000 annually to their Health Savings Account. Additionally, our benefits package includes flexible spending accounts (FSAs) for healthcare and dependent care expenses, as well as voluntary benefits such as pet insurance, gym membership reimbursement, and various discounts on products and services.

Moreover, our leave policies reflect our commitment to supporting employees during major life events. In 2024, we updated our short-term disability benefits for hourly employees on maternity leave, eliminating the waiting period so that paid leave begins on the day of birth. We also extended paid parental leave for secondary caregivers and provide breastfeeding rooms for new parents returning to work.

Work-Life Balance

Our work-life balance initiatives include flexible work options, with some of our workforce working remotely or in part-time roles to accommodate various life circumstances. In addition, REV Group recognizes that unexpected situations may cause employees to be absent from work, and our policies are designed to accommodate these needs.

These benefits, combined with our commitment to a living wage, comprehensive well-being programs, and accessible support through My REV Hub, underscore our dedication to helping employees thrive both personally and professionally.



To further support our employees, REV Group offers reliable and accessible assistance through My REV Hub for benefit inquiries and other HR-related questions.

Metric	FY24
Volume of Calls	5,200 Internal + 1,625 BenefitSolver
Volume of Emails	2,779
Volume of Self-Service Tickets	779
Tier 3 Cases (COE, Field HR, Supervisor)	222
Customer Satisfaction Survey	FY24
Politeness	99%
Ability to Resolve Issue	93%
Time It Took to Resolve	91%
First Call Resolution	85%

Product Safety

As our values reflect, the safety of our people and those who travel in our vehicles is one of our highest priorities. Given the diversity of products and manufacturing processes across the REV Group portfolio, there are a variety of safety standards (NFPA, UL, ANSI, FMVSS, AMD, SAE, etc.) applied to each product and/or product subsystem (electrical, seat belts, structural integrity, fuel systems, etc.). Application of safety standards starts with new model designs and independent third-party testing, which includes destructive testing such as crash, roll, and stress tests, to ensure product designs will exceed the requirements of applicable industry standards. Once the product designs are qualified, each manufactured product undergoes a variety of additional safety-related testing, some of which is performed by independent third parties, to validate that manufacturing processes meet the design criteria as intended and exceed the applicable industry standards for both the product as a whole and individual subsystems prior to delivery to our customers.

Through valued partnerships, each business unit also offers optional advanced driver assistance safety systems, as applicable, to better protect our customers, including:

- Automatic Emergency Braking and Adaptive Cruise Control
- Lane Departure Warning and Active Lane Keep Assist
- Electronic Stability Control
- Front and Side Roll Air Bags
- 360-Degree Camera View
- Blind Spot Detection



MBRACE™ SEATBELT HARNESS AIRBAG SYSTEM

In 2023, REV Group partnered with IMMI®, an 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 responder's head and neck. MBrace includes a restraint system that gives EMTs the freedom to move and work while remaining safely buckled up.

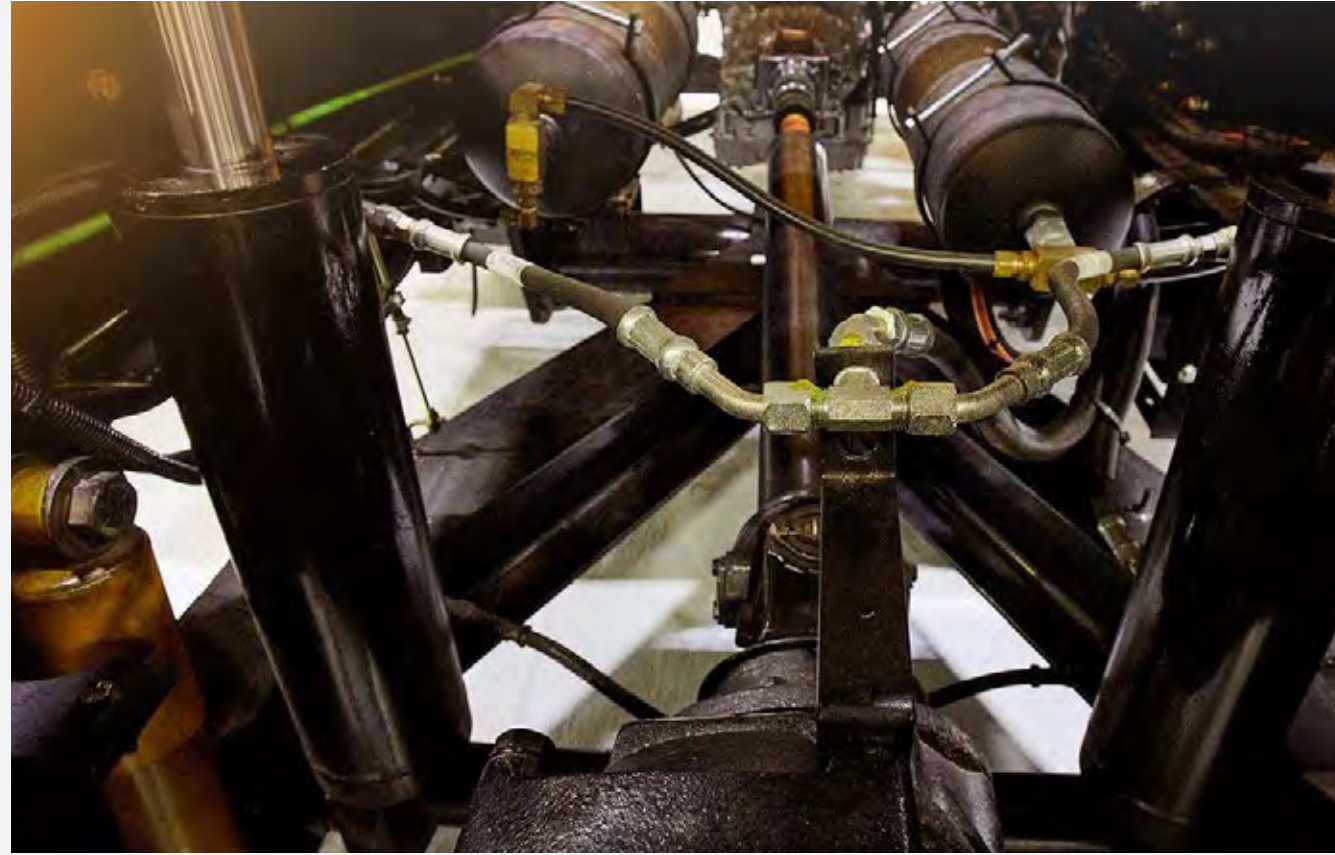


ACTIVE AIR PURIFICATION

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.

Product Safety *(continued)*



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 operator and cargo 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 labor healthcare costs and replacement parts.



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 RV 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.

REV Group Highlight

Safety Training

In 2024, REV Group organized and sponsored the annual Fire Truck Training Conference (FTTC), the largest and most in-depth, hands-on combined Emergency Vehicle Technician (EVT) training symposium and testing event in the U.S. It was the 28th year of the program. The FTTC included ambulance content for the first time, following attendee feedback.

An estimated 400+ first responder driver-operators, technicians, equipment manufacturers, dealers, service center representatives, and more from the U.S., Canada,

look to improve the training and testing event by adding content, such as ambulance, delivering the best industry experts, as well as allowing attendees to network and speak with suppliers one on one."

Over four days, 50 unique courses were offered, which included repairing brake systems, roll-up doors, electrical systems, pressure governors, pumps, and more. In the component classes, attendees could meet with suppliers to address specific troubleshooting issues and learn the latest maintenance tips and



"We are committed to making sure FTTC attendees leave with the knowledge and resources to keep their fire trucks and ambulances reliable and responsive in order to serve and protect their communities." — CHRIS McCLUNG, VICE PRESIDENT, FIRE

and Latin America attended. They received hands-on training on the latest fire apparatus and ambulance-specific technology, and techniques for repairing fire trucks and ambulances. New training for 2024 included Fleet Management and Leadership, SoundOff Signal, and Ambulance Maintenance Tips.

"We are committed to making sure FTTC attendees leave with the knowledge and resources to keep their fire trucks and ambulances reliable and responsive in order to serve and protect their communities," said Chris McClung, Vice President, Fire. "We continually

techniques. Additionally, attendees could complete certification tests and/or re-certify on EVT standards.

FTTC was founded by Spartan Fire Chassis in 1996 and is now organized by all REV Specialty Vehicles Segment fire apparatus and emergency vehicle manufacturers, including E-ONE®, KME®, Ferrara®, Spartan Emergency Response®, Spartan Fire Chassis, Smeal®, Ladder Tower®, AEV®, Horton®, Leader®, Road Rescue®, and Wheeled Coach®.



Connect and Protect

Think Like an Owner



REV Behaviors

REV Behaviors were developed to translate our values into action and explain how we work as a team to accomplish our goals.

Each year in the annual performance reviews, all employees are measured on how well they demonstrate these behaviors.



The REV Behaviors put our values into action, describing how we work together and accomplish our goals.

SENIOR LEADERS



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

MANAGERS



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

EMPLOYEES



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

Product Innovation

Electric, Alternative Fuel, and Vehicle Emission Compliance

REV Group companies manufacture heavy-duty vehicles across 17 primary manufacturing locations within the United States with 99% of our net sales occurring in the U.S. and Canada. Vehicle emission compliance is critical to the success of our businesses and each vehicle

produced must meet the applicable regulatory emissions standards outlined by EPA 2010 and the EPA/NHTSA GHG Emissions Standards for Heavy-Duty Vehicles and Engines. All REV Group business units producing heavy-duty vehicles for the U.S. and Canadian markets ensure that those vehicles meet all applicable U.S. EPA and, where applicable, ECCC emissions standards in effect on the date of manufacture, which includes those for CO₂, Particulate Matter (PM), and NO_x.

REV Group companies do not manufacture engines used in their vehicles, so we rely upon our engine and chassis suppliers to provide engines and/or chassis which are tested and certified to the EPA 2010 emissions levels. Looking to the future, REV Group business units are in contact with engine and chassis suppliers to ensure that any engineering changes needed to support the upcoming CARB and EPA 2027 emissions standards are designed to ensure compliance with those new standards.

With a focus beyond internal combustion engines, REV Group businesses have tapped into their innovation and teamed with technology partners to develop a variety of products powered by electric and/or alternative fuels. Innovation is a common thread among all our companies, many of which have pioneered specialty vehicle product categories.



ELECTRIC FIRE TRUCK: VECTOR®

REV Fire Group introduced the Vector, the first North American-style fully electric fire truck, in 2021. Developed with a leading technology partner, it features 316 kWh of automotive-grade batteries, enabling fire departments to drive and pump on electric only.



TYPE 2: ALL-ELECTRIC AMBULANCE

REV Ambulance Group partnered with a trusted supplier in 2021 to develop the first U.S. zero tailpipe emission, all-electric ambulance. The High Roof Transit Van offers up to 105 kWh of battery capacity that can be charged via Level 2 AC charging or DC fast charge.



CAPACITY: H₂

In 2021, Capacity Trucks produced the first North American hydrogen fuel cell electric hybrid terminal truck built from the ground up. It maximizes uptime in intermodal, port, and warehouse/distribution applications by providing a hydrogen power backup when the electric battery requires recharging.



CAPACITY: BATTERY ELECTRIC

Capacity's Battery Electric Terminal Tractor is a zero tailpipe emissions truck with a Hyster-Yale electric power train and a lithium-ion battery that can be recharged in about an hour. The truck is designed to operate for a normal shift before needing to be recharged.

Product Innovation *(continued)*



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 capabilities similar to 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.

REV Group Highlight



Remount, Reduce, and Recycle

The remount process recycles approximately 85% of the full ambulance box.

The ambulance group provides remount service through operations in Jefferson, North Carolina, and Grove City, Ohio. This service extends the useful life of a vehicle and reduces the total cost of ownership for end users. The remount process recycles approximately 85% of the full ambulance box (frame, skin, windows, doors, cabinets, etc.) and remounts the box onto a newly purchased chassis. Within the process, the box is refurbished and blended with the new chassis for fit and function. Customers make additional selections for cosmetic enhancements to paint, flooring, and upholstery to create a “like new” visual appearance.



Connect and Protect

Build Lasting Trust



American Response Vehicles (ARV) is a long-standing dealer and trusted partner for our American Emergency Vehicles (AEV) brand.

Community Engagement: Building a Sustainable Future Together

Across REV Group, we believe that sustainability is a shared journey, and we are each responsible for supporting the communities where we live and work. By fostering partnerships, supporting local initiatives, and investing in programs that promote environmental, social, and economic well-being, we strive to create a positive and lasting impact in the cities and towns where we operate, from the Antelope Valley of the western Mojave Desert in California to Hamburg, New York.

Whether through volunteer efforts, educational outreach, or supporting community-led sustainability projects, we are dedicated to driving meaningful change that benefits both current and future generations.

Together with our communities, we are working to build a more resilient and sustainable world. Smeal, located in Snyder, Nebraska, donated money for the Snyder Fire Department's new emergency response equipment and to the Dodge Volunteer Fire Department's equipment fundraiser. This year, our Spartan facility in Brandon, South Dakota, raised over \$12,000 for new playground equipment for Noah's Ark Preschool at Brandon Lutheran Church and sponsored the South Dakota Jackalopes Youth Hockey Team, Brandon Area Youth Soccer Team, the Junior Achievement Classroom, and the Brandon Valley Athletic Booster Club.

REV Group Highlight

AEV

In Jefferson, North Carolina, American Emergency Vehicles (AEV) raised over \$53,000 and volunteered over 1,000 hours to support their local organizations, including Ashe Food Pantry, Ashe Outreach, Health on Wheels, Ashe County Project Graduation, Ashe County Rescue Squad, and many more.

When Hurricane Helene devastated Ashe County in September, the AEV team volunteered more than 750 hours to the Lansing Fire Department Hurricane Relief and Hurricane Helene Distribution Center.



Spartan Emergency Response

Spartan Fire Chassis collected gifts for the VFW National Home in Eaton Rapids, Michigan, and donated to the Eaton Rapids Firemen's Association and Curing Kids Cancer Fire Truck Pull.



Fleetwood Family of Brands

Fleetwood Family of Brands in Decatur, Indiana, supported Boys & Girls Club of Adams County by contributing to its Benefit Auction with a prize value of \$22K, in addition to volunteering at the organization's various events.



Supply Chain Management

Supply Chain Resilience

While we have observed a stabilization in part supply compared to previous years, our supply chain organization remains focused on identifying opportunities to enhance processes and collaboration with our supplier partners to ensure greater resilience and reliability.

We have taken multiple steps to bring deeper awareness to the vulnerability of our supply chain. One example of this is supply chain mapping at our Tier I level. This tool was crucial for a quick recovery with minimal impacts to production when tested in 2024 with multiple events impacting our production/supplier footprint.

Supply Chain Management *(continued)*

We expanded our Financial Risk Assessment activities from 2023 to a larger scope of supplier partners. There are also ongoing efforts to evaluate dual sourcing for components critical to our vehicle manufacturing processes. Through these activities, we aim to have more core resilience throughout our entire supply chain to identify key risks to production, as well as allow us to quickly react to any unforeseen disruptions in supply.

There have also been concentrated activities to ensure compliance with our Supplier Code of Ethics. Internal training was held to ensure team members are aware of how we should evaluate and audit suppliers for compliance in this area.

Supplier Diversity

REV appreciates and understands the importance of a strong and diverse supply base. As part of furthering our understanding in this area, we have worked with supplier partners to determine which of our vendors are certified diverse vendors (MBE, WBE, veteran owned, etc.). We will continue to monitor and track these metrics internally while seeking opportunities to integrate the best partners into our supply base.

Reduce, Reuse, Recycle

As we continue to look for opportunities to minimize our carbon footprint throughout the entire supply chain, there are nonstop efforts to consolidate inbound deliveries to reduce emissions. In FY2024, REV Group was able to reduce LTL shipments by 13% from FY2023¹.

We also persist in our efforts to work with multiple power companies supporting our business units to identify opportunities to reduce consumption of power at the business level.

As we head into 2025, we will carry on working with each business unit to ensure optimization of those energy programs, while also investigating cleaner sources of energy to help reduce our carbon footprint.

In addition, understanding and optimizing our material efficiency through continuous improvement projects further reduces our environmental footprint. We recognize the importance of and impact we can have on supply chain markets and our overall environment (land use, forests, ecosystems, etc.) by purchasing products that contain recycled materials mixed with virgin materials. While we are early in this process, we are working with many of our key suppliers to



understand the recycled content of the products that we purchase:

- Tires used on 95% of our fire trucks contain up to 58% sustainable, including recycled, materials.
- Steel sheet and beams are comprised of approximately 45% recycled ore.
- Aluminum sheets and tubing have approximately 60% recycled content.

In addition to lowering our carbon footprint, REV Group continues to be diligent in confirming our products are free of conflict minerals. We require all suppliers to adhere

to our Conflict Minerals Policy and report on their sourcing practices. We lean heavily on U.S.-based suppliers, with roughly 95% of components coming from these companies. By aligning with industry-best practices and participating in multi-stakeholder platforms, we reinforce our commitment to ethical supply chains and contribute to peace and stability in affected regions.

¹REV Group had 32,890 LTL shipments in FY2023 and 28,684 LTL shipments in FY2024.

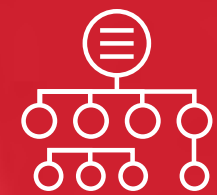
Information Security

REV Group and its subsidiaries are committed to the safety and cybersecurity of their operations, employees, customers, and business partners, including securing their information from unauthorized disclosures and malicious actors. To fulfill this objective, Information Security at REV Group is aligned to the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) v2.0. This governing framework is our guiding principle to operate in areas such as User Identity and Access, Employee and Third-Party 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.

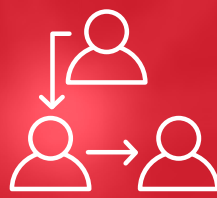


Information Security *(continued)*

Key Features of Our Information Security Program:



Governance Structure with Accountability to the Board



Third-Party Security



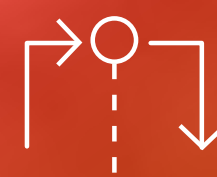
Security Operations



Data Resilience



Periodic Penetration Testing



Endpoint Detection and Response

A multi-disciplinary steering committee comprised of senior 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 the Enterprise Risk Management program.

Our information security policies and practices are geared toward protecting data and safeguarding digital assets. We are intentional in nurturing a strong information security program to protect our operations, brands, employees, and business partners from cybersecurity risks. Continuous improvement is built into the DNA of our information security program. The work to help protect our IT environment, stakeholders, and data is ongoing. We continue to reevaluate our defense posture and adapt the information security strategy to evolving risks. In 2024, we started monitoring our external-facing attack surface with the aim of proactive risk management.

As online security, privacy risks, and resulting data breaches continue to multiply, we regularly update and educate our employees and third-party partners to maintain a vigilant posture. Our policies are the backbone of our information security program, and we require all employees, contingent workers, and business partners handling REV information to adhere to them. Our annual cybersecurity training

reinforces the foundation of these security policies. We publish company-wide, periodic reminders and industry news snippets pertaining to cyber risks. We use internal phishing testing, intranet communications, and focused training for certain high-risk groups to raise their awareness. The policies and training are intended to develop a risk-aware culture and empower employees to be better prepared to defend against the latest cyber risks.

We maintain partnerships with world-class information security experts and have implemented top-tier security tools to strengthen our information security program. We continue to enhance 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 with support from 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.

Connect and Protect

Win as One





Communication and Culture

Effective communication and a strong workplace culture are essential to REV Group's success. With over 17 diverse businesses designing, manufacturing, servicing, and repairing specialty vehicles, our locations span the U.S., from the outskirts of Los Angeles to the Blue Ridge Mountains of North Carolina. This geographical diversity enriches our organizational culture, enabling us to cultivate an inclusive environment that embraces a variety of perspectives and experiences.

In 2024, we continued to prioritize open dialogue through employee roundtable discussions, actively gathering feedback on our work environment. These discussions, coupled with our analysis of exit data, help us identify key themes and underlying factors contributing to turnover. This data-driven approach informs our strategies for enhancing employee engagement and satisfaction. Additionally, we conducted a communications survey to determine the most effective ways to reach our employees across each business unit, identifying further opportunities for improvement.

The CEO's direction and strategic priorities were effectively communicated throughout the year. Quarterly Leadership Council Meetings, attended by the executive leadership team, division presidents, and business unit VPs/GMs, centered on high-level discussions of business improvement and decision-making.

Separately, quarterly Leadership Meetings with a broader audience were held to cascade these priorities and actions across the organization. At these meetings, individuals from

the business units who went above and beyond were recognized and further honored with personalized letters sent after the meetings.

We continue to uphold the REV Behaviors—Communicates with Respect, Builds a Winning Team, Directs Work and Ensures Accountability, and Focuses on the Customer—as fundamental expectations for all employees.

These behaviors not only mirror our core values but also contribute to our collective success by fostering collaboration and accountability in how we interact with one another and our customers.

We emphasize transparency and fairness at all levels of the organization. This dedication is reflected in our ongoing training initiatives and our efforts to create a workplace where diversity is celebrated and valued.

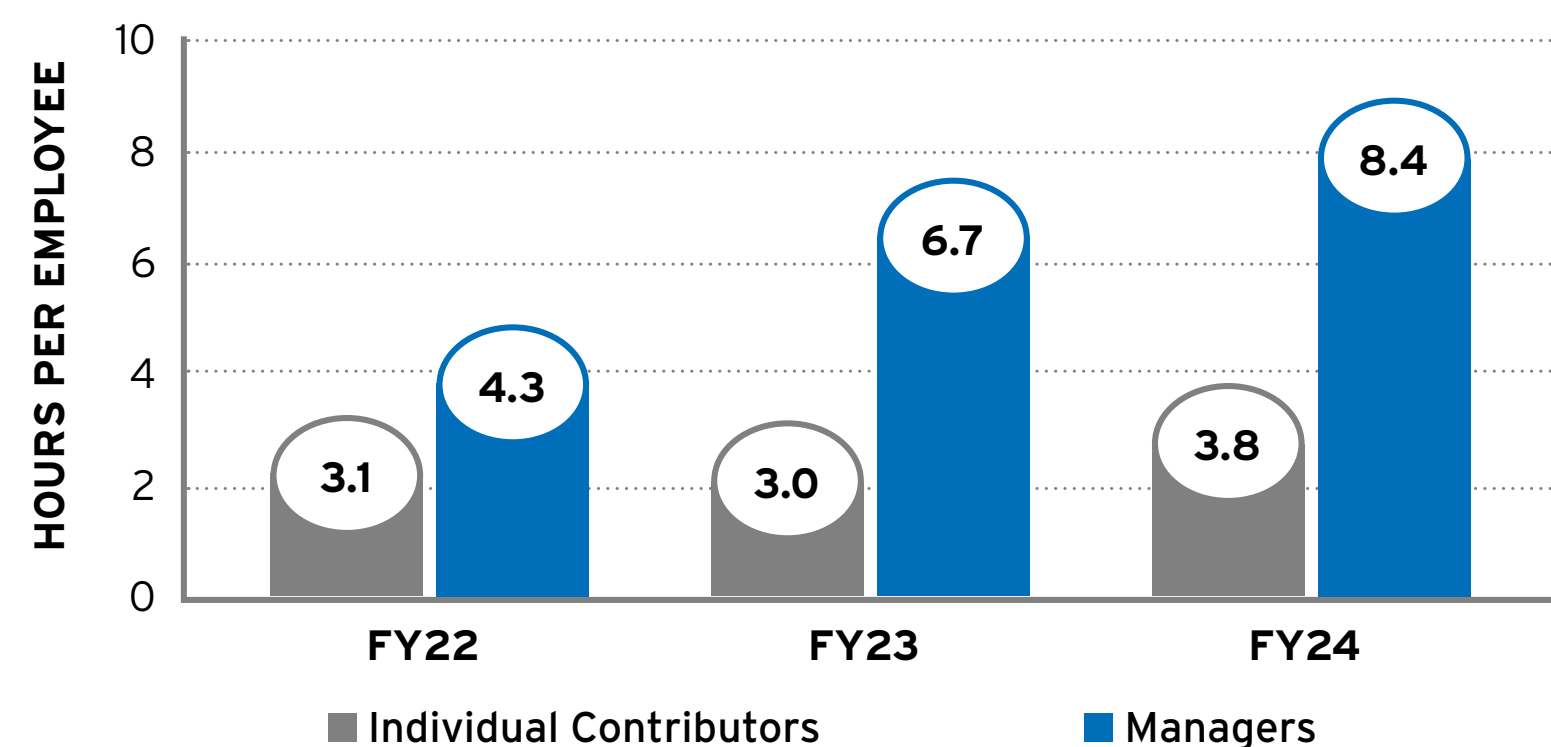
By reinforcing these principles and implementing structured communication practices, REV Group companies are dedicated to fostering a positive work culture where employees feel valued, supported, and empowered to contribute to our collective success.

Training and Education

Learning Across the Organization

Our organization is committed to fostering continuous learning and professional growth through a robust learning management system, providing employees with access to targeted training resources that support skill development and align with our sustainability goals. This platform offers a diverse array of content designed to meet the varied needs of our employees. The available courses encompass a wide range of topics, including technical skills training, compliance and safety protocols, leadership development, and soft skills enhancement, such as communication and teamwork. This rich variety ensures that employees can find relevant resources tailored to their specific job requirements and personal aspirations, allowing them to expand their knowledge and expertise in areas that are critical for both their individual success and the organization’s objectives. In 2024, employees completed an average of approximately five hours of online training content throughout the year. In 2025, we aim to boost this metric by 25%, further integrating learning into our culture.

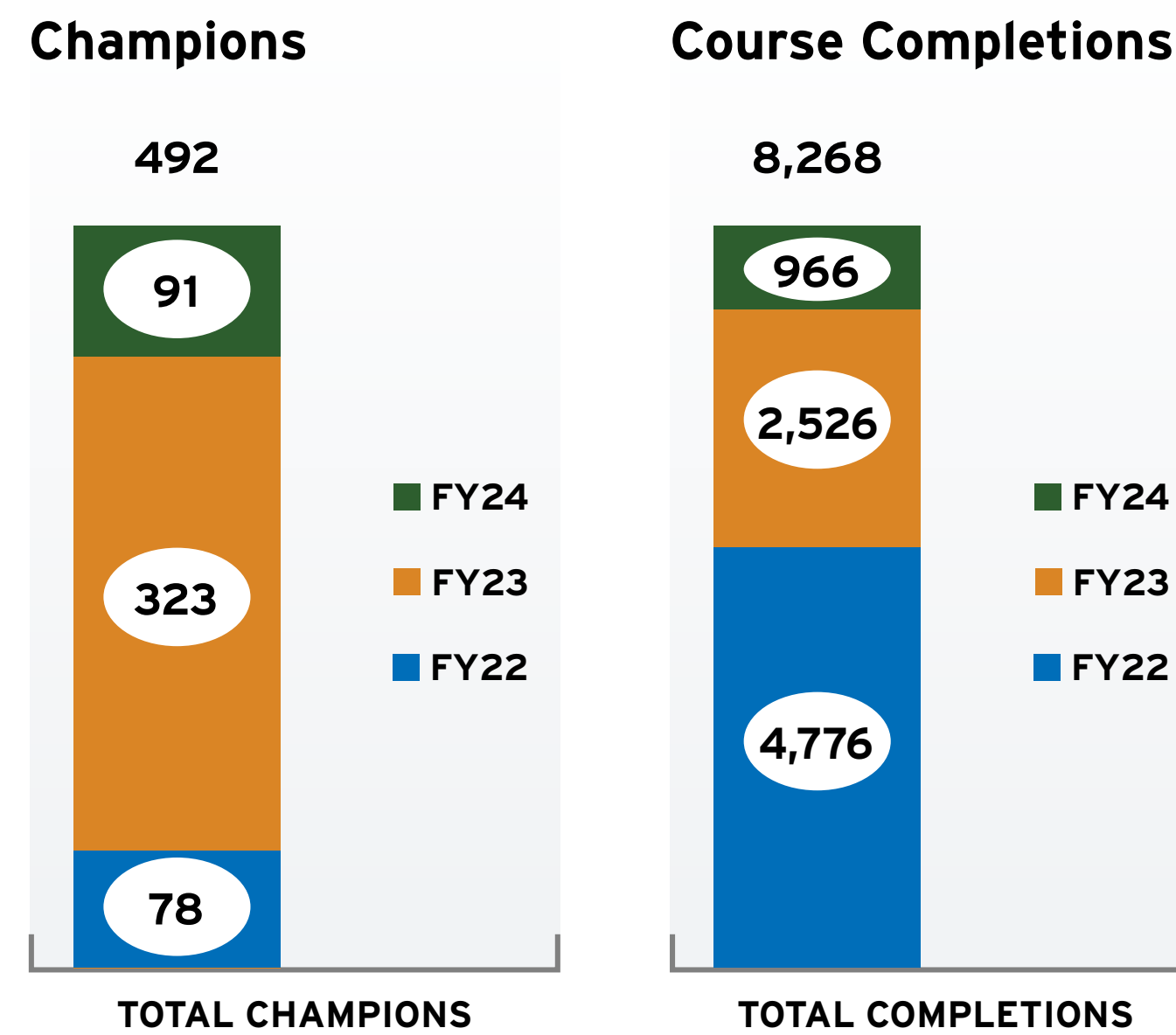
FISCAL YEAR TRAINING



Training and Education *(continued)*

Lean Leadership

Our Lean Leadership curriculum equips new and promoted leaders to enhance process efficiency and reinforce our commitment to Operational Excellence. Through 12 targeted courses, participants learn to drive waste reduction, boost energy efficiency, and promote resource conservation across operations. In 2024, 216 leaders completed 966 courses, reinforcing lean thinking across our organization. This training empowers our team to play a direct role in advancing our sustainability and efficiency goals.



Supervisor Fundamentals

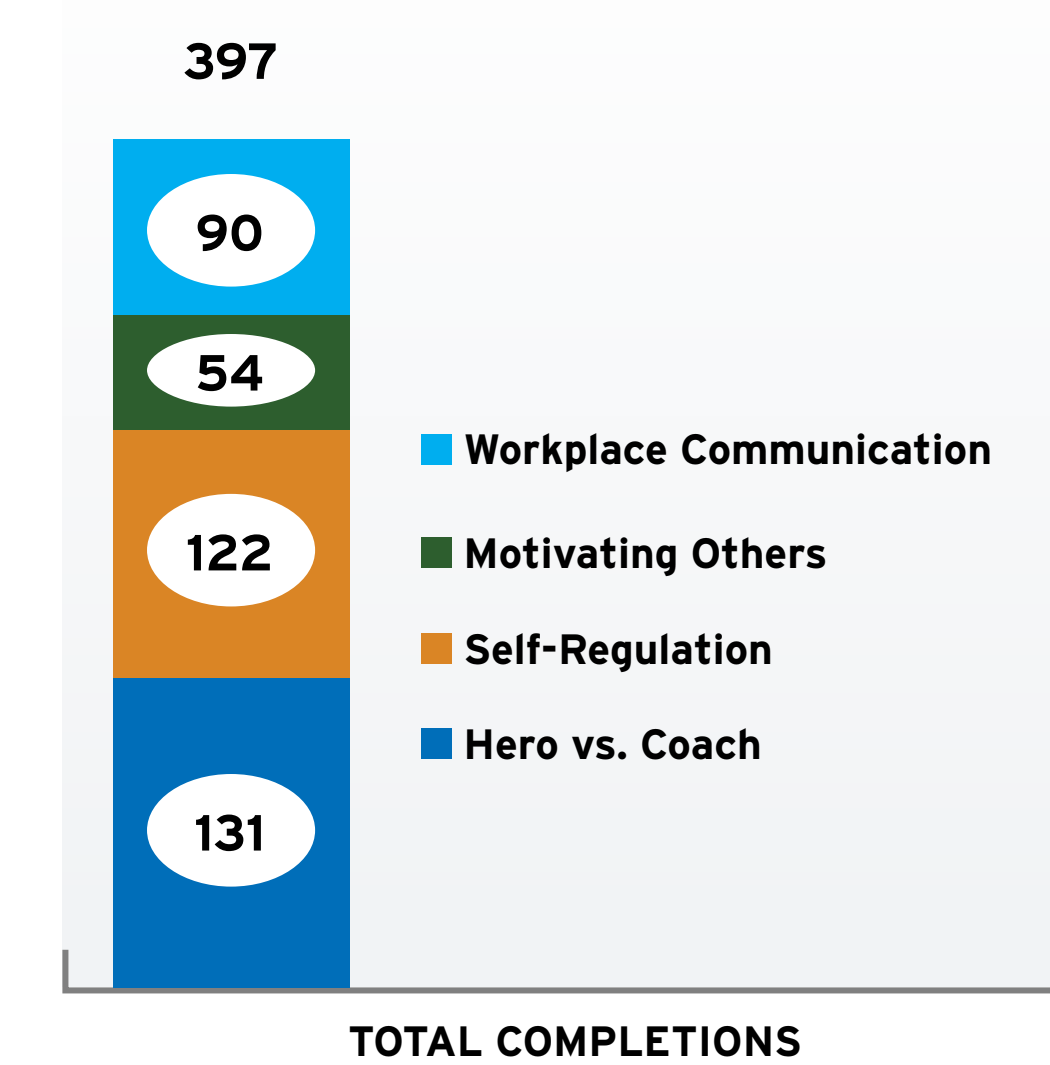
In our continued efforts to strengthen the skills of our front-line production leaders, we revamped the Supervisor Fundamentals program into a hybrid format that includes two online courses: *Appreciating Differences* and *Effective Delegation*, and two in-person courses: *Communicating with Feedback* and *Accountability*. Since the launch of the updated format at the beginning of 2024, 140 supervisors have completed both online courses and 28 have finished the *Accountability* in-person training. In 2025, it is our goal to have all production supervisors participate in the in-person training sessions. This interactive experience allows them to apply foundational leadership skills in real-world scenarios, bridging the gap between theory and practice. This hands-on approach not only strengthens supervisors' leadership abilities but also equips them to drive measurable improvements in productivity and team cohesion.

Lead Training

The launch of our new Lead Training program responds to the growing need across our business to elevate the leadership capabilities of our team leads. Recognizing the significant influence team leads have on productivity, collaboration, and team dynamics, we have developed four core training modules: *Hero vs. Coach*, *Self-Regulation*, *Motivating Others*, and *Workplace Communication*.

These modules are designed to empower team leads with the skills to balance authority with empathy, maintain composure under pressure, inspire their teams, and communicate clearly and constructively. The program's flexible design accommodates the varying demands and unique cyclical schedules across business units, ensuring every team lead can participate without disrupting operational flow. In 2024, a total of 163 team leads participated, completing a combined 397 modules across the program. The response to the training has been positive, and our goal is to offer additional Lead Training courses in 2025.

Team Lead Training



Training and Education *(continued)*



Manager + Training: The Six Critical Practices for Leading a Team

Franklin Covey's "The 6 Critical Practices for Leading a Team" is a new offering designed to equip our operations leaders with essential skills for effectively managing their teams. The program provides a structured approach that leaders can apply directly to their daily responsibilities. The program's curriculum covers six core leadership practices: *Developing a Leader's Mindset, Holding Regular 1-1s, Setting Up Your Team to Get Results, Creating a Culture of Feedback, Leading Your Team Through Change, and Managing Your Time and Energy.* This foundation supports leaders seeking an effective, real-world approach to managing and motivating their teams, which is crucial as our business faces increased demands and periods of organizational change.

To tailor the program to our leaders' needs, we piloted two different cohort formats in 2024: a virtual cohort and an in-person cohort. This pilot allowed us to gauge the program's effectiveness across different learning settings and ensure it meets the unique needs of our

leadership. Through this training, we aim to build a consistent, robust management culture across our operations, one that further enhances productivity, supports team alignment, and navigates the challenges of change. This pilot phase involved 50 managers across 14 facilities, which helped us determine the optimal delivery method for the program and allowed us to fine-tune the content for maximum impact on our operations leaders. In 2025, we expect participation in the program to increase substantially as we continue to roll out the content to our leaders.

Respectful Workplace

Equal Employment Opportunity

At REV Group, we are committed to fostering a workplace culture that empowers all employees to share their ideas, opinions, and insights. Our organization encourages open, respectful, and engaging dialogue among team members at every level. Guided by our core values, we focus on attracting and retaining top talent—leaders who are dedicated to creating a fair and inclusive environment that promotes innovation, performance, and productivity.

We actively encourage our employees to recognize and embrace diversity in perspectives, ideas, and experiences.

By engaging in constructive conversations and striving to understand the viewpoints of our peers, we cultivate an atmosphere that values collaboration and drives success.





Respectful Workplace *(continued)*

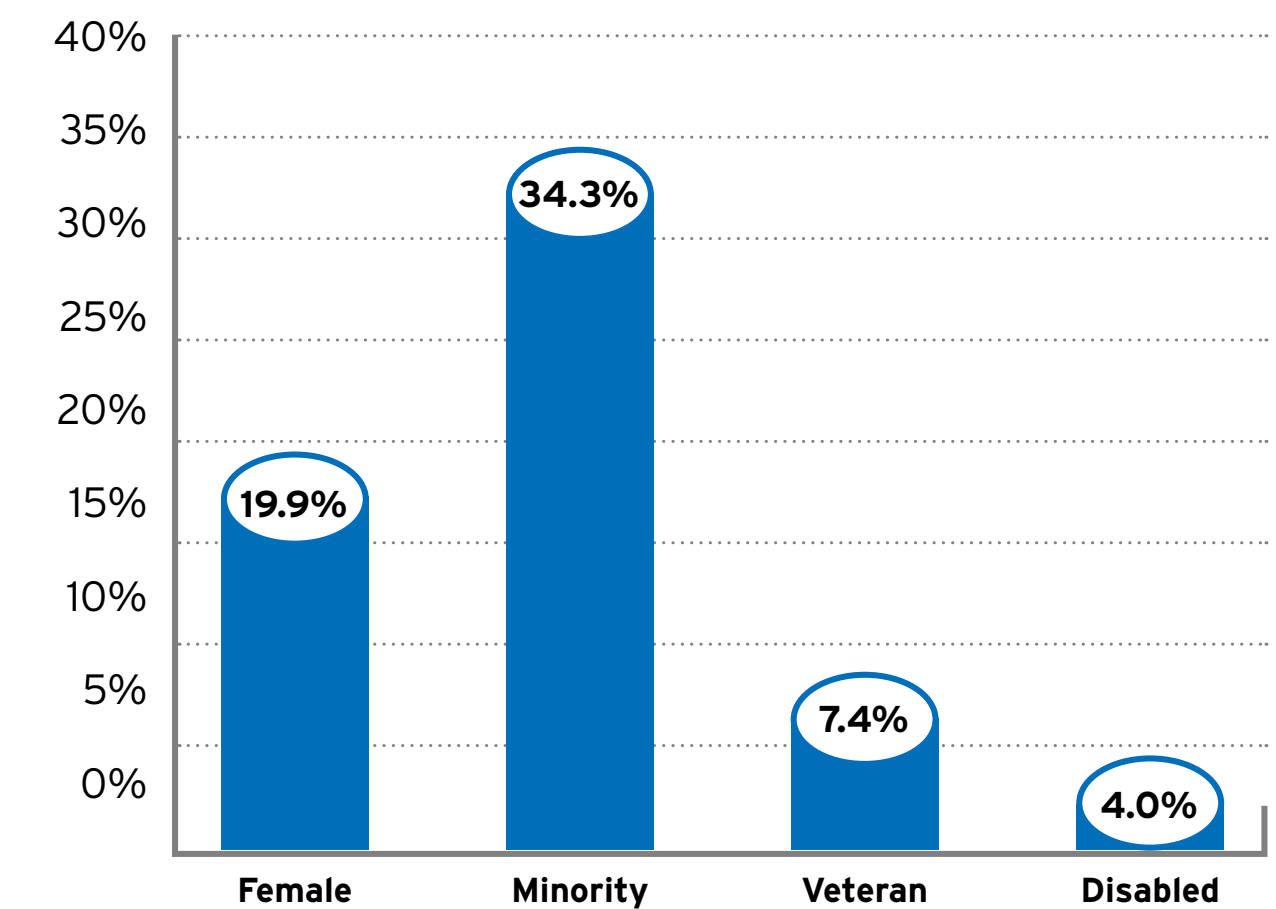
We further prioritize a respectful and inclusive workplace by focusing on the talents and growth of employees as leaders. We continue to invest in the development of our employee leaders—from front-line team leaders to our executive leadership team. Our diverse talent management programs, trainings, and mentoring opportunities are designed to enhance leadership skills, create a robust talent pipeline, and cultivate a collaborative workplace culture. Annually, all leaders complete a refresh of our Code of Conduct and Anti-Harassment and Discrimination training to reinforce our commitment to a respectful and inclusive environment.

Our commitment to enhancing workforce diversity is exemplified by our successful recruitment of 128 veterans, earning us recognition as a Military Friendly® Employer with a Bronze designation from militaryfriendly.com. Furthermore, we are proud to hold a Military Friendly Spouse Employer designation, reflecting our ongoing support for military families.

LEADERSHIP DIVERSITY BY LEVEL				
	Senior Leadership	Directors	Managers	Supervisors
Total	26	96	230	205
Female*	12.0%	16.7%	18.1%	15.3%
Minority*	8.0%	19.3%	15.5%	26.0%
Veteran	16.7%	6.4%	13.8%	9.6%
Disabled	4.3%	3.8%	3.8%	1.3%

*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.

Connect and Protect

Do What's Right



Governance and Ethics

REV Group, Inc. is committed to conducting business with honesty, integrity, and in keeping with Environmental, Social, and Governance (ESG) best practices. This remains one of the company's highest priorities. In the last year and a half, we have brought in four new independent board members with diverse backgrounds of leadership experience and expertise to guide our short- and long-term business strategies. These changes to the membership of our Board of Directors strengthen our governance structure and bring valuable insights from diverse industries, further demonstrating our commitment to building an inclusive leadership team.

Meet the four newest independent members of our Board of Directors:

Maureen O'Connell joined the Board of Directors in 2023. She has over 30 years' financial, operational, and technology leadership, including multiple Board of Director appointments, with global companies across a variety of industries, including Scholastic Corp., Gartner, Barnes and Noble, Northwest Healthcare Properties REIT, HH Global, and Aris Bioscience PLC. In addition, she has received industry accolades including "Financial Executive Who Will Make a Difference in the Next Decade" by *CFO* magazine, the CFO World-Class Award from CFO Studio, and was named one of the 30 Outstanding Women in Business by *Treasury & Risk* magazine.

Kathleen Steele joined the Board of Directors in 2024. She has over 25 years of experience in investment management and financial leadership, including roles

with Equity Group Investments and Merrill Lynch, Pierce, Fenner & Smith Incorporated. Currently, Kathleen serves on the Board of EagleRidge Energy, and on the Investment Committee of Pohlad Investment Management. In addition, she is a member of the Board of Trustees of Sacred Heart Schools Chicago and sits on the leadership council of A Better Chicago, a venture philanthropy fund focused on improving educational opportunities for low-income students in Chicago.

Cindy Augustine joined the Board of Directors in 2024. She has over 27 years of executive human resources and talent management leadership within the marketing and advertising industry, including senior roles with McCann Worldgroup, FCB Global, Scholastic, Time Warner, and The New York Times Company. Cindy also serves on the Board of Trustees for The Innocence Project, a nonprofit organization that works to exonerate people who have been falsely convicted of crimes, and she is a regular recipient of industry honors from leading publications, including *Crain's*, *Savoy Magazine*, and *Black Enterprise*.

David Dauch joined the Board of Directors in 2024. He has over 40 years of executive operational leadership in the automotive industry, including his current role as Chairman and CEO of American Axle & Manufacturing (AAM). He is currently a member of the Board of Directors for Amerisure Mutual Holdings, Inc., the Amerisure Companies, and the National Association of Manufacturers (NAM), as well as serving on multiple automotive industry advisory boards. He is also a member of the Stellantis Supplier Advisory Council and the Miami University Business Advisory Council.



Maureen O'Connell

Board Member and Chairman,
Audit and Compensation Chair



Kathleen M. Steele

Advisor to Equity Group Investments



Cynthia "Cindy" Augustine

Former Global Chief Talent Officer
at McCann Worldgroup



David C. Dauch

Chairman of the Board and Chief Executive
Officer of American Axle & Manufacturing
(AAM)

Governance and Ethics *(continued)*



Speak Up

REV Group works to ensure that employees and the public are able to report known or suspected violations of applicable law and company policies. All employees are informed that such reports can be made to their supervisor, another supervisor, the human resources department, and/or the legal department.

Although REV Group and its subsidiary companies seek to foster an open, collaborative environment where all feel comfortable to speak freely, the company recognizes that employees may not always feel willing or able to report known or suspected violations of the law or company policies. To address this possibility, REV Group maintains a compliance hotline managed by an independent third party, which can be used by any employee, contractor, or anyone external to the organization, to report (anonymously if necessary) any questions or



concerns that arise. All reports are reviewed by the legal department and explored by the appropriate functional group.

In FY2024, we received 37 reports of potential policy violations through the compliance hotline. This equates to less than seven reports per 1,000 employees. REV thoroughly investigates all such reports and works to resolve them in a timely manner. Depending on the nature of the report, they are disclosed to the Audit Committee and/or the Nominating and Governance Committee of the Board of Directors.

The company has a non-retaliation policy and does not tolerate any retribution of any kind against any individual who reports a known or suspected violation of applicable law or company policy in good faith. Additionally, adherence to the letter and the spirit of these "Speak Up" obligations is considered in the context of performance management and merit wage increases. Finally, the contact information for the compliance hotline is publicized on the company's website and posted at the company's facilities.

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 training to new employees upon hire and annually for all employees that covers our requirements for adherence to the Code of Conduct and established policies. We provide regular compliance updates to the 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 2024 for all employees on key compliance areas: Comprehensive Code of Conduct and Ethics Training, along with Preventing Discrimination.

Additional courses included REV Annual Cybersecurity Training and Records Retention Training, emphasizing our commitment to data integrity and secure information handling. Specialized training, such as Anti-Bribery and Anti-Corruption (FCPA) and Government Sales Training, was also completed by employees in relevant roles.



2024 Sustainability Report

Connect and Protect

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