

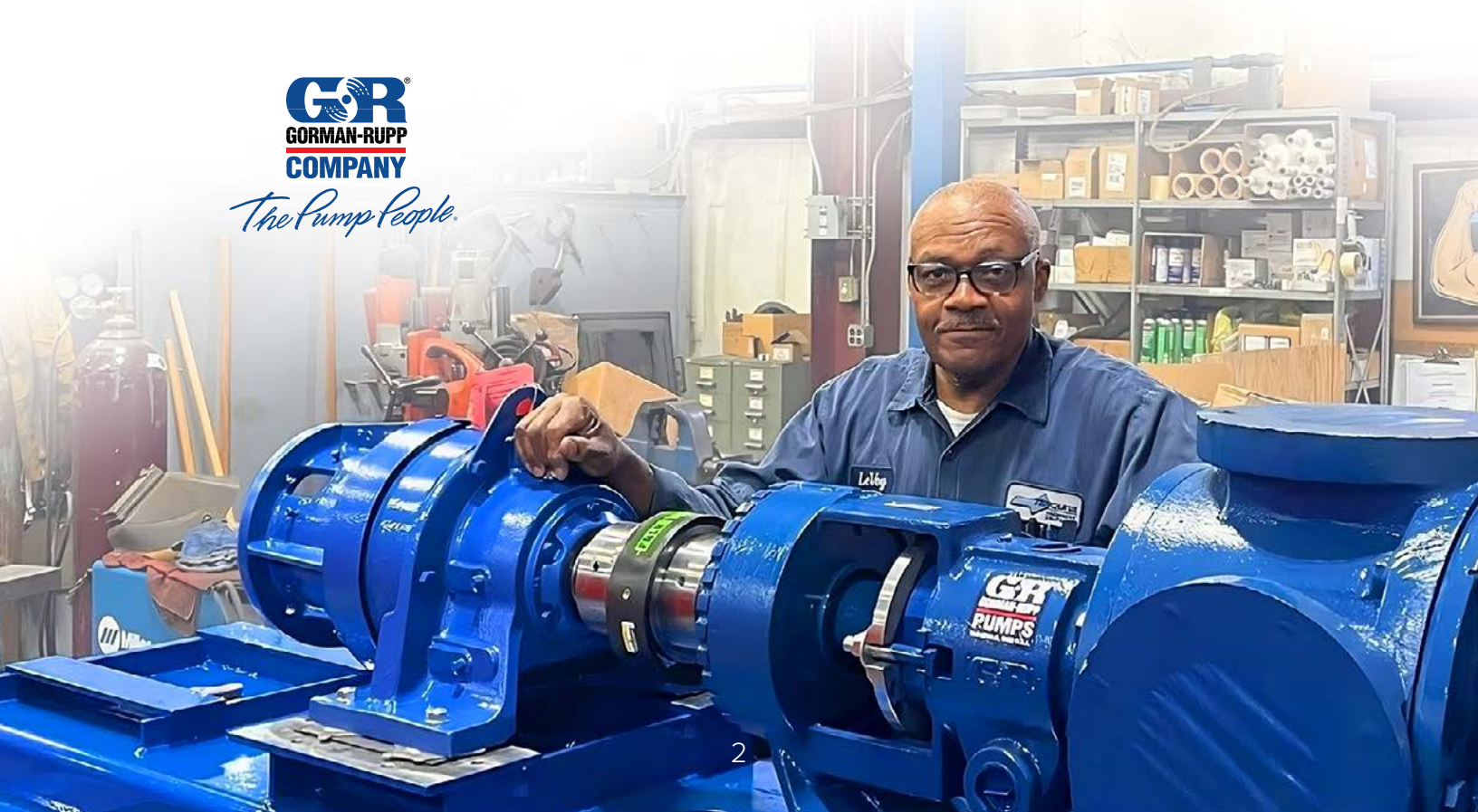
2024

SUSTAINABILITY REPORT



TABLE OF CONTENTS

Letter from our CEO.....	3
Company Overview	4
Environmental.....	5
Energy Conservation	6
Environmental and Waste Management.....	7
Social	8
Community Outreach	9
Education and Employee Well-being	11
Governance.....	12
Corporate Governance Highlights.....	13
Governance Standards	14
SASB	16



LETTER FROM OUR CEO



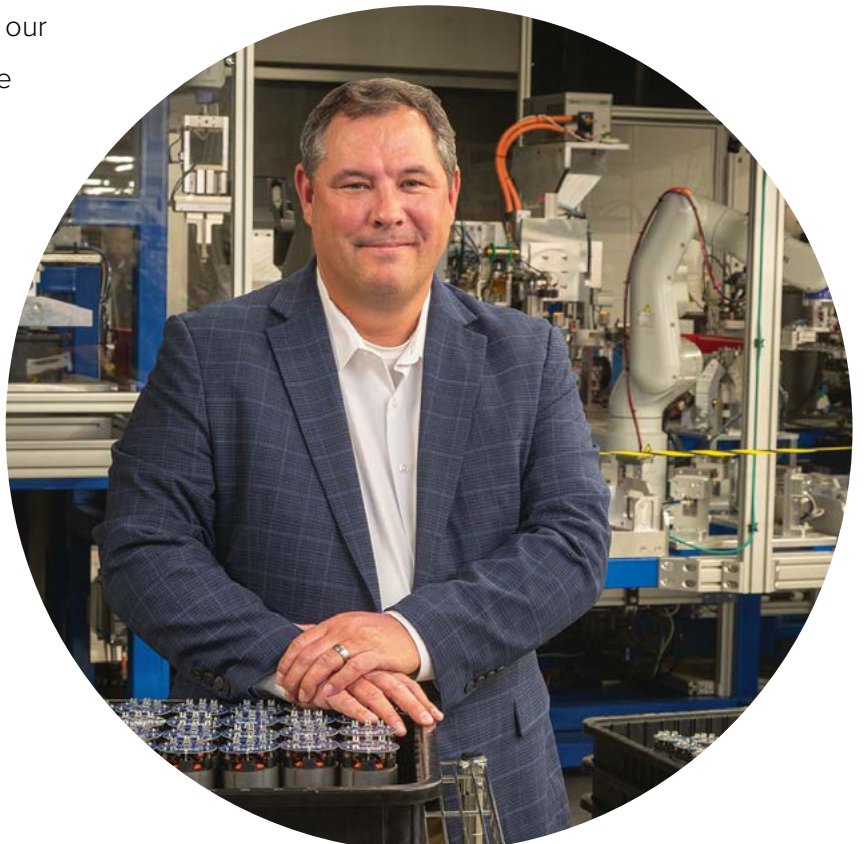
At The Gorman-Rupp Company, we hold ourselves to the same service and quality standard that built the foundation for our success back in 1933; one rooted in our values of reliability and performance. Just like our products, we were made to last and endure.

Adherence to these values is what has allowed our products to become the industry standard and span to a wide variety of markets, including the municipal, industrial, construction, and agricultural markets, just to name a few. As we expand our scope, we continue to honor tradition while adapting to the needs of the current world and market.

Just as our dedication to our values has stood firm over time, so do our business practices. As a company, we understand the importance of minimizing our environmental impact, which is why we have put more focus in areas such as renewable energy, waste prevention, and resource conservation. We continue to participate in voluntary fuel projects and have internally developed methods to recover energy and manage waste. Beyond our personal practices, our products are used to clean waterways and aid wildlife, reflecting our contribution to environmental stewardship.

Focus on community is another important topic to our company.

At The Gorman-Rupp Company, we care for our communities by offering enhanced employee benefits, project resources, and financial support to encourage education. We hold our corporate governance in every area of our business to the highest standards, making commitments to a fair and safe workplace. Led by our environmental and community goals, we aim to build products and a world that will last. Thank you for being part of our journey.



SCOTT A KING

President and
Chief Executive Officer

COMPANY OVERVIEW

More than 90 years ago, The Gorman-Rupp Company was established upon a straightforward philosophy of product quality and pump leadership. Our mission statement is correspondingly simple: "It is our practice to enter a field of pumping service only when able to provide a superior product with better performance." This is the common thread that ties together all 11 of the companies that make up today's Gorman-Rupp family.

Gorman-Rupp Pumps Group



Gorman-Rupp Pumps USA
Mansfield, OH
www.grpumps.com

Gorman-Rupp of Canada Limited
St. Thomas, Ontario
www.grpumps.ca

Gorman-Rupp Africa Proprietary Limited
Boksburg, South Africa
www.gormanrupp.co.za

Gorman-Rupp Europe B.V.
Waardenburg
The Netherlands
www.grpumps.eu

Gorman-Rupp Belgium SA
Suarlée, Belgium
www.grpumps.eu

Patterson Pumps Group



Patterson Pump Company
Toccoa, Georgia
www.pattersonpumps.com



Patterson Pump Ireland Limited
Westmeath
Republic of Ireland
www.ie.pattersonpumps.com

Fill-Rite Group



Fill-Rite Company
Fort Wayne, Indiana
Lenexa, Kansas
www.fillrite.com

National Pump Company



National Pump Company
Glendale, Arizona
www.nationalpumpcompany.com

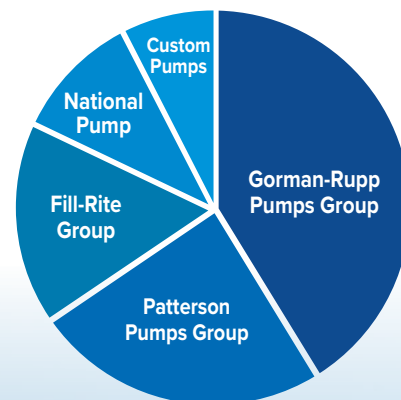
Custom Pumps Group



Gorman-Rupp Industries
Bellville, Ohio
www.gripumps.com



AMT Pump Company
Royersford, Pennsylvania
www.amtpump.com



1,400 Global Employees



Corporate Headquarters,
Gorman-Rupp Pumps USA



ENVIRONMENTAL

The Gorman-Rupp Company understands the importance of reducing our environmental impact. We make improvements through resource conservation and waste prevention initiatives, including but not limited to flammable waste fuel blending, rethinking our packaging processes, and utilizing solar energy. Our aim is to create a sustainable future, one that is built to last.



CO₂ PERFORMANCE LADDER

Certified Carbon Awareness Company

In February 2023, Gorman-Rupp Europe B.V. was awarded a CO₂ Awareness Certificate by CO₂ Performance Ladder for its design, assembly, sales, installation, maintenance, repair, and rental of its pumps and pump systems. Our company received a level 3 ranking for its awareness and management of carbon emissions. The certification is recognized as a best practice for sustainable procurement by the OECD, IPCC, and WEF.



Gorman-Rupp
Johannesburg,
South Africa



Going Beyond Industry Standards

Patterson Pump Company's test lab is certified through the Hydraulic Institute Pump Test Lab Approval Program (PTLAP), demonstrating compliance to its established quality program, procedures, instrument calibration, and pump testing capabilities at or above industry standards regarding energy efficiency.

Solar Panels Installation

Our Gorman-Rupp facility in Johannesburg, South Africa recently installed rooftop solar panels to supplement our electricity usage with clean renewable energy. Over the past year, our South Africa facility has utilized about 75.11 MWh of power from the panels and fed about 72.73 MWh back into the local grid. The panels produced nearly 56% of the facility's total energy consumption, reducing overall electricity costs.



Florida Everglades Restoration Project

Morrison Pump Company (part of Patterson Pump Company) has been instrumental in the design and manufacture of high-capacity axial flow pumps for the Florida Everglades Restoration project. This project is a partnership between the US Army Corps of Engineers and the State of Florida, aiming to increase freshwater storage, improve water quality, and re-establish natural water flow, while protecting native habitats. In 2024, Morrison Pump Company commissioned six new major pump stations, totaling over 1.5 million gallons per minute in pumping capacity. Notably, Florida Governor Ron DeSantis attended the start-up of four Morrison Axial Flow Slant Pumps at the S640 Pump Station. Morrison's high-efficiency pumps are ideal for these sensitive restoration projects.

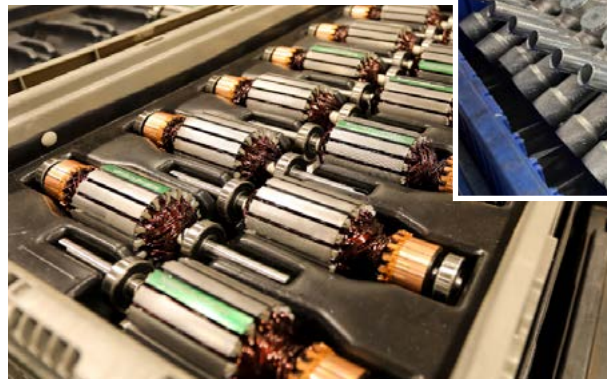
Clean, Green Pump Machines

AMT Pump recently switched to a leaner, greener cleaning procedure for its main manufacturing plant and office spaces to reduce the overall impacts of cleaning on human and environmental health. The Green Cleaning Plan was developed by Green Seal to improve performance, health, and sustainability of cleaning operations. The new program is expected to improve indoor air quality, reduce waste and packaging, boost preventative and safety measures, and encourage use of environmentally preferable products.



Transition to More Sustainable Packaging

Fill-Rite continues to utilize returnable packaging to reduce waste and limit single-use packaging materials. Annually, Fill-Rite's commitment to returnable packaging eliminates the equivalent of approximately 175 tons of paper waste from the environment. Gorman-Rupp Industries is utilizing biodegradable packaging to reduce plastic waste by employing recyclable paper packaging - reducing foam by 90%. AMT Pump has also started taking advantage of a bio-assimilating stretch film to wrap its products. Vanish stretch film biodegrades after two years and bio-assimilates into a food source for microorganisms.





SOCIAL

At Gorman-Rupp, community is a cornerstone of our success. We hold our employees in high regard, offering them significant benefits and ensuring they have access to the tools they need to thrive. While our internal community is vital, we also prioritize giving back to the communities that surround us. We actively support these communities in various ways, from donating pump systems for firefighting and wastewater cleanup to supporting local United Way efforts. We work hard to ensure our communities are built to last, just like our pumps.

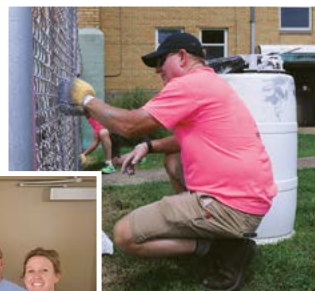
United Way Day of Caring

The Gorman-Rupp Company proudly participated in the United Way Day of Caring. Our dedicated employees volunteered their time and skills to support various community projects, demonstrating our commitment to making a positive impact. By engaging in this meaningful event, we reinforced our dedication to community service and strengthened our bonds with the local community, embodying the spirit of care and collaboration that defines our people.



Summer of Caring

The Gorman-Rupp Company recently took part in the Summer of Caring initiative, focusing on enhancing safety within our local community. As part of this effort, our dedicated team installed smoke detectors at a nearby trailer park, ensuring that residents have an added layer of protection in their homes. By participating in the Summer of Caring, we aim to make a tangible difference in the lives of our neighbors, reinforcing our dedication to building a safer and more resilient community.





Hurricane Relief

In response to Hurricane Helene, Fill-Rite pumps were deployed to FEMA relief sites and distributed locally by Prime Fuels, supplying families and emergency teams with reliable fuel access for generators and essential equipment during the recovery.



Charitable Donations Around the World

The Gorman-Rupp Company is proud to support various charitable organizations in the United States and throughout the world through donations aimed at making a positive impact in our surrounding communities. Some of the local charities we support through direct involvement and donation include:



- **Laurel House**, an organization dedicated to ending domestic violence.
- **The B Positive Foundation**, which supports children battling cancer.
- **Community Harvest Foodbank**, a non-profit organization with a mission to alleviate hunger.
- **Kate's Kart**, which distributes new books to children in regional hospitals.
- **Forward Indiana Food Pantry**, that facilitates mutual aid through community pantries and gardens.
- **Action for Blind and Disabled Children**, which offers free IT and digital literacy training for blind, deaf, and disabled people.
- **The National Sea Rescue Institute**, which uses funding to purchase rescue equipment, boats, and fuel to respond to emergencies on the water.
- **Avril Elizabeth Home**, which supports the physical, emotional, and psychological well-being of intellectually disabled residents.
- **Oliver's Village**, which provides early childhood development services, computer training, agricultural training, and meals to disadvantaged communities.
- **Meals on Wheels Community Services**, which delivers meals to elderly and homebound individuals.
- **HospiceWits**, which provides palliative care to individuals with terminal illnesses.
- **Girls and Boys Town**, which cares for vulnerable children and provides academic tutoring, emotional counseling, and therapeutic programs.

Employee Benefits

At Gorman-Rupp, we provide competitive wages and an exceptional benefits package. We are proud of the fact that our employees have been able to share in company profits for 90 consecutive years. We strive to ensure that every employee has the opportunity to learn, grow, and advance within the organization. Our comprehensive training and development programs are designed to attract a diverse and motivated workforce, empowering them to reach their full potential.



JA in a Day

Fill-Rite participated in the JA for a Day program in May. Junior Achievement offers programs that promote work readiness, entrepreneurship, and financial literacy skills for school aged children. Thirteen volunteers spent the day teaching at Weisser Park and Maplewood Elementary Schools. The day was spent teaching and playing games that promoted the skills of earning, saving and spending.

Reaching out to Future Engineers

Fill-Rite Company provides internship opportunities to local undergraduate Engineering students. Three engineering students worked this past summer, and additional students will be hired for the Spring/Summer of 2025.

Engineers from Fill-Rite attend the Purdue University Fort Wayne Opportunity Banquet annually. This is an Engineering career fair and formal dinner sponsored by the local chapter of the (SWE) Society of Women Engineers. A display table is set up at this event where students are introduced to Fill-Rite employees and can ask questions about our company and career opportunities. The career fair portion of the evening is followed by a networking dinner and guest speaker.





GOVERNANCE

At Gorman-Rupp, we are dedicated to effective corporate governance and maintaining high ethical standards. We uphold our ethical commitments in every facet of our business, including our interactions with each other, our conduct in the marketplace, and our responsibilities globally. These commitments are clearly outlined in our Code of Ethics, which applies to all employees, including our principal executive and senior financial officers, as well as our Board of Directors.



Annual Election of Directors	✓
Lead Independent Director	✓
Committee Independence	100%
Independent Director Gender Diversity	33%*
New Directors Since 2020	4**
Number of Financial Experts	4
Executive Sessions of the Board	4

Over Boarding Policy	✓
Mandatory Board Retirement Age	✓
Board & Committee Self-Evaluations	✓
Board Member Candidate Guidelines	✓
Stock Ownership Guidelines for Directors	✓
Strategy, Environmental and Risk Management Oversight	✓

* 42% based on 2025 director nominees

** 5 based on 2025 director nominees

Code of Ethics

Our Code of Ethics outlines the fundamental principles of conduct that apply to all employees, officers, and Directors of The Gorman-Rupp Company. These guidelines form the foundation of our company, ensuring the safety of our employees and the ethical operation of our business. We are committed to complying with all laws, rules, and regulations, and we strive to make full, fair, accurate, and timely disclosures in reports and documents filed with governmental bodies and in our public communications. We provide equal opportunities to all employees and maintain a safe and healthy work environment where concerns can be expressed confidentially and without fear of retaliation.



Human Rights Policy

Gorman-Rupp strictly prohibits the use of child labor, forced labor, slavery, or human trafficking in any of its operations or facilities worldwide. We are dedicated to upholding fundamental human rights and believe that all individuals should be treated with dignity, fairness, and respect. We provide training to all employees on key and emerging human rights issues, including maintaining a safe workplace and preventing harassment and discrimination.

Environmental Health & Safety

At Gorman-Rupp, the safety of our employees is our top priority. We provide personal protective equipment to employees who need it to perform their job functions safely. Each of our manufacturing locations has experienced personnel on-site who are responsible for environmental, health, and safety education and compliance, covering areas such as accidents, injuries, fires, natural disasters, and other emergencies.

Ethics Hotline

We promote the availability of an anonymous ethics hotline, allowing any employee to report ethics, safety, or other employment concerns or grievances. One or more of our Executive Officers oversees the investigation of all reports to this hotline and regularly updates our Board of Directors on these matters.



Supplier Code of Conduct

The Gorman-Rupp Company designs, manufactures, and globally sells pumps and pump systems. We aim to build on our economic success and reputation for quality products and experienced employees by acting with integrity, as outlined in our Code of Ethics, Human Rights Policy, and Environmental Policy. We expect our suppliers to adhere to the same principles, as summarized in our Supplier Code of Conduct.

Conflict Minerals Policy

The Gorman-Rupp Company is committed to complying with Section 1502 of the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act, which requires companies to disclose information about the supply chain of conflict minerals used in their products. This regulation aims to reduce funding for groups responsible for severe human rights violations in the Democratic Republic of the Congo (DRC) region. We have implemented a company-wide program to partner with our global suppliers, educating them on conflict minerals, utilizing the industry-standard Conflict Minerals Reporting Template (CMRT), and requesting that our suppliers investigate their own supply chains to avoid sourcing conflict minerals from the DRC region.



The Gorman-Rupp Company
SASB Industrial Machinery & Goods Sustainability Accounting Standard
Fiscal Year 2024 Reporting

TABLE 1. Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2022 ⁽⁴⁾	2023	2024
Energy Management	RT-IG-130a.1	Total energy consumed	Quantitative	Gigajoules (GJ)	121,506	129,625	132,690
		Percentage grid electricity		Percentage (%)	99.4%	99.5%	99.5%
		Percentage renewable		Percentage (%)	0.6%	0.5%	0.5%
Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate (TRIR)	Quantitative	Incidents x 200,000 / Total hours worked	3.2	3.2	2.1
		Fatality rate			0.0	0.0	0.0
		Near miss frequency rate (NMFR)			NR	NR	NR
Materials Sourcing	RT-IG-400a.1	Description of the management of risks associated with the use of critical materials ⁽¹⁾	Discussion and Analysis	N/A	N/A	N/A	N/A
Remanufacturing Design & Services	RT-IG-440B.1	Revenue from remanufactured products and remanufacturing services ⁽²⁾	Quantitative	Thousands \$	0.0	0.0	0.0

TABLE 2. Activity Metrics

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2022 ⁽⁴⁾	2023	2024
Activity	RT-IG-000.A	Number of units produced by product category ⁽³⁾	Quantitative	Millions USD	\$433.6	\$659.5	\$659.7
	RT-IG-000.B	Number of employees	Quantitative	# as of 12/31	1,155	1,453	1,454

NR - Not reported

(1) Gorman-Rupp does not use critical materials in manufacturing as defined by the SASB standard. The essential materials used in production are not at risk of supply restrictions and/or shortages. See Item 1A. Risk Factors in the most recent Form 10-K for a broader discussion on supply chain risks.

(2) Gorman-Rupp does not remanufacture products or provide remanufacturing services. The lifecycles of pumps manufactured by Gorman-Rupp can be extended in several ways (1) preventative maintenance (with advanced diagnostics when applicable), (2) repair, (3) customer training to optimize product useful life and efficiency.

(3) Gorman-Rupp designs, manufactures, and sells pumps and pump systems for a wide range of applications. As product sizes and complexity vary greatly, the Company uses total sales dollars as a proxy for business activity (versus number of units).

(4) Gorman-Rupp acquired Fill-Rite on May 31, 2022, and as such, Fill-Rite activity is excluded from the 2022 information in Table 1 and Table 2 above.

Fill-Rite sales of \$87.4 million and 265 Fill-Rite employees are excluded from the 2022 information in Table 2. Fill-Rite is included in the 2023 and 2024 information.



The Pump People®