

2022 SUSTAINABILITY REPORT



ENVIRONMENTAL • SOCIAL • GOVERNANCE

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LETTER FROM OUR CEO

From the Great Depression to a global pandemic, the Gorman-Rupp Company has proved we can adapt and overcome any challenge our business faces in an unpredictable world. The secret to our 90 years of success lies in our mission statement: “It is our practice to enter a field of pumping service only when able to provide superior product with better performance.” This emphasis on performance and product quality has allowed us to establish 11 distinct Gorman-Rupp companies and employ over 1,400 people worldwide.

Valuing reliability and performance has been crucial since our business was established in 1933. Even our earliest products were durable and built to last—product values we have instilled in every aspect of our company, including our efforts towards a more sustainable future.

The Gorman-Rupp Company places great emphasis on energy management, resource conservation, and clean water in our communities. Our selection of pumps can do anything from providing firefighters with life-saving water from ponds or pools when no hydrant is available to cleaning up water sources across the globe—sometimes even while using pumps powered by renewable fuel made of hydrotreated vegetable oil (HVO). However, true sustainability goes far beyond environmental impact. We cannot guarantee a sustainable future without continuously emphasizing our core values: making a positive impact on our communities through philanthropy and social engagement, and treating all employees fairly, with dignity, and without discrimination.

We are committed to advancing the health, safety, and wellness of our employees, customers, and planet. The Gorman-Rupp Company is building pumps, and a future, that will last.



SCOTT A KING

President and
Chief Executive Officer

COMPANY OVERVIEW



With locations in the United States, Canada, the Netherlands, Belgium, Ireland, and South Africa, Gorman-Rupp markets its pump products through its wholly owned subsidiaries and a broad network of distributors, manufacturers' representatives, third-party distributor catalogs, retail, E-commerce, and by direct sales in the United States and internationally. Each location of The Gorman-Rupp Company offers its own unique pump solutions.

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.
Wardenburg
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

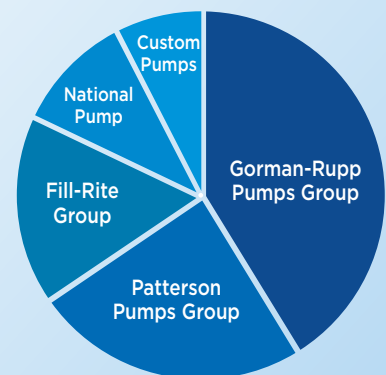
Custom Pumps Group



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



AMT Pump Company
Royersford, Pennsylvania
www.amtpump.com



1,400 Global Employees

MARKETS SERVED

Gorman-Rupp designs and manufactures a vast array of pumps and pump systems for multiple markets. Each market allows us to provide our customers with quality pump solutions that enhance, rather than maintain, their operations. Not only do we provide superior products with better performance, but our pumps are made to be as efficient as possible and ultimately help improve the lives of those whom they serve.



FIRE MARKET

The durable performance of Gorman-Rupp pumps makes them the preferred choice for fire suppression worldwide. In countless buildings, centrifugal pumps from Patterson Pump Company and Patterson Pump Ireland meet a growing global demand for sprinkler-based systems. Where sprinklers are not available, AMT pumps are used to siphon fire-quenching water from streams or ponds.

CONSTRUCTION MARKET

Construction crews worldwide trust Gorman-Rupp pumps in heavy-duty dewatering and sewer bypass applications. AMT Pump Company's line of engine-driven centrifugal and diaphragm pumps provides excellent performance and rock-solid dependability. And our diaphragm pumps have earned a workhorse reputation for their ability to strong-arm heavy mud and sand-laden water from construction sites, quarries, streams and ditches. Gorman-Rupp pumps are market leaders in the construction industry.



MARKETS SERVED



INDUSTRIAL MARKET

Pumps from Gorman-Rupp Pumps, Patterson and AMT keep steel mills, paper mills and hundreds of other facilities running at peak capacity worldwide, handling everything from clear liquids to abrasive slurries. Patterson Pump Company, National Pump Company and AMT Pump Company serve the commercial plumbing and the heating, ventilation, and air conditioning (HVAC) markets. National Pump Company's vertical turbine and submersible pumps provide efficient industrial water supply solutions.

MUNICIPAL MARKET

Cities around the world rely on Gorman-Rupp pumps for clean drinking water, efficient wastewater handling, and flood control solutions. Patterson Pump Company's ability to move up to a million gallons of water per minute (per pump) has made it a worldwide leader in high-volume flood control. When electrical power fails, Gorman-Rupp Auto-Start Lift Stations keep water moving until the grid powers up again.



ORIGINAL EQUIPMENT MANUFACTURER MARKET

From transportation, appliance manufacturing and food processing to chemical processing, printing, electronics, solar heating and laser cooling, Gorman-Rupp Industries pumps are routinely designed into a wide variety of larger products and systems. Gorman-Rupp pumps are an integral part of U.S. military equipment like tank trailers, portable bulk water units and complete mobile fueling systems.

MARKETS SERVED

PETROLEUM MARKET

Gorman-Rupp companies engineer pumps that address evolving petroleum market needs as new fuels, new vehicles, and new transportation systems emerge. Our technology powers the movement of petroleum products from the well to the refinery to the fueling station. Solutions range from our Roto-Prime® series for the safe bulk handling of volatile fluids to National Pump's vertical turbine pumping systems.



AGRICULTURE MARKET

Gorman-Rupp pumps have brought life-giving water to the world's farms for more than 70 years. National Pump's strategically located branches deliver the right pumps domestically and internationally to wheat, corn, cotton, soybeans, rice and produce fields. Beyond irrigation, Gorman-Rupp Pumps USA produces a complete selection of pumps for animal waste and pit agitation, liquid fertilizer, and basic utility and dewatering applications.

INTERNATIONAL MARKET

With international manufacturing and distribution facilities in Europe, South Africa, the Middle East and the Americas, we are positioned to take advantage of growth opportunities worldwide.

Shipping to approximately 130 countries,

Gorman-Rupp has established an international presence and a global reputation for reliability. This reputation spans applications from municipal water projects to fire protection to irrigation to refineries.



ENVIRONMENTAL

The Gorman-Rupp Company understands the importance of reducing a company's impact on the environment. We are working to achieve this goal through resource conservation and waste prevention—including but not limited to flammable waste fuel bending, rethinking our packaging processes, and beginning to utilize solar energy. We want to create a sustainable future, one that is built to last.



RENEWABLE ENERGY

SOLAR ENERGY. Gorman-Rupp Europe now utilizes solar energy. Our solar panel roof was established in April 2021. In the first 7 months, over 44 tons of CO2 emissions were saved.

CO2 COMPENSATION. The latest pump sets in Gorman-Rupp's rental fleets are equipped with an exhaust after-treatment technology. Gorman-Rupp Europe offsets every gram of CO2 emitted during a rental job in selected CO2 offset programs. Through certified programs, the customer can be sure that their rental job is CO2 neutral when they rent their pumps from Gorman-Rupp Europe. There is no additional cost to the customer -- upon return of their rental unit, the customer receives a certificate which they can also share with their clients. So far, Gorman-Rupp Europe has compensated for approximately 48 tons of CO2.



E-CROSS VOLUNTARY PROJECT.

Gorman-Rupp Europe has its roots in diesel engine-driven pump sets. Now they are moving more towards electrification. It wants to familiarize everyone in the company with the possibilities of electric drive systems and battery technology through a voluntary project called the E-cross. Every other week, employees get together after work and build a fully electric motorcycle.



ELECTRIFICATION OF MOBILE PUMP SETS. We are developing more electric driven portable units for sale and rental. One of our latest developments is the E-Line, the first fully integrated electric drive solution in which a pump set can be connected to a regular construction power point, a mobile battery pack, or even to a car charger.

HVO FUEL. Beginning in 2021, all S-Line engine driven pump sets are engineered to run on 100% non-fossil HVO fuel. Non-fossil fuels are not made from fossil resources such as oil or natural gas. They are produced from vegetable and animal materials such as plant residues, vegetable fats and animal fats. The main advantage of using HVO is the reduction of CO2. HVO fuels are certified by the ISCC and offer a CO2 reduction of up to 89%. This savings is realized in the total chain, or "from well to wheel". The cleaner combustion also significantly reduces NOx, particulate matter and sulfur emissions. In addition it means less pollution in the particulate filters.

ENVIRONMENTAL

WATER CONSERVATION



GLOBAL CLEAN WATER.

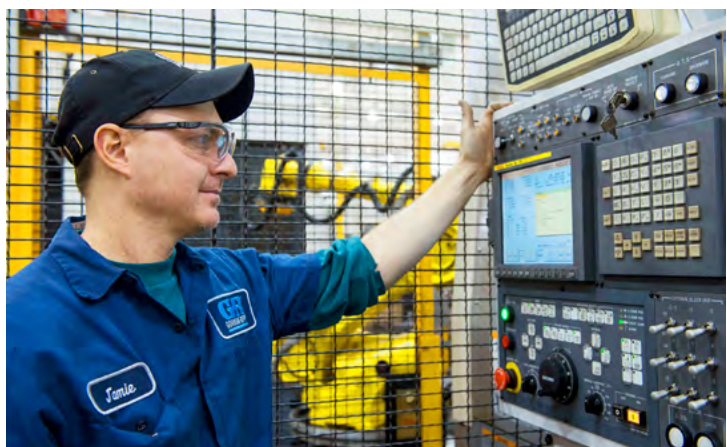
Gorman-Rupp pumps were used to help clean up a polluted river in Indonesia. In the U.S., our pumps are used to provide clean water to our communities and create efficient wastewater handling.



HELPING WILDLIFE. Gorman-Rupp Pumps USA assisted a pump station in Gatlinburg, TN on the Little Pigeon River that led directly to a trout hatchery. Almost 30,000 fish were lost after a station failure. Gorman-Rupp equipment was used to pump clean nearby water to the hatchery, allowing the fish hatchlings to grow in river water so they would not be shocked by having them shipped via truck and then subsequently placed back into the ecosystem.



ENERGY CONSERVATION / WASTE MANAGEMENT



SAVING ENERGY. We reduce our energy footprint through automated LED lights, programmable thermostats, and reduced run time on pump tests.

ENERGY RECOVERY. We recover energy through flammable waste fuel burning.

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 in regard to energy efficiency.



2018

204 cans of chemical cleaner. If stacked, this is as high as the tower of the St. Barbara Church in Culemburg, the Netherlands



2019

Reduction to 110 cans.



2020

Reduction to 50 cans. If stacked, as high as an average light pole.



REDUCTION IN CHEMICALS.

Since 2019, Gorman-Rupp Europe has been working on replacing chemical-based cleaners in their workshop. We have now switched to a bio-degradable cleaner which reduces the use of chemical cleaners by 75%.

SOCIAL

At Gorman-Rupp, community is a key player in 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. Our attention to employee satisfaction is recognized across the industry. Our internal community is very important, but so is giving back to the communities that surround us. We actively seek to support our communities in any way we can, ranging from donation of pump systems for firefighting and wastewater clean up to helping school children learn to read. We work hard to make sure our communities are built to last, just like our pumps.



EMPLOYEE APPRECIATION

BENEFITS. We offer competitive wages, a leading benefits package, and a profit sharing program. Every employee has the opportunity to learn, grow, and advance within the organization. We provide training and developmental programs that attract diverse, motivated employees and help them reach their full potential.



BEST PLACE TO WORK. Patterson Pump received the “Best Place to Work” award thanks to the votes of “Toccoa Record” readers. We treat our employees fairly, with dignity, and without discrimination – and we encourage our supply chain partners do the same.



WOMEN LEADING. We are proud to be named a Winning “W” company by the Women on Boards advocacy campaign in 2019. Women comprise over 22% of Gorman-Rupp’s board of directors.



WELLNESS PROGRAM. Our employees are encouraged to keep fit and learn how to maintain healthy habits through 22 different wellness challenges via Take 22: A Wellness Initiative. Employees participate in different wellness initiatives over the course of 8 months including biking, walking, nutritional changes, and water intake goals. Everyone is encouraged to participate either in person or virtually, often using the fitness tracker devices provided by Gorman-Rupp.

SOCIAL

GIVING BACK TO THE COMMUNITY

URBAN FARM PROJECT. Recently we leased 12 acres of company land to support the Mansfield Urban Farm project. This collaborative farmers market grows healthy food at a profit for urban farmers, provides community gardening space, and introduces everyone to the benefits of fresh, healthy produce. Starting in June 2022, local residents can sign up to receive a box of this locally grown produce delivered to their doorstep.



DONATION OF FIRE-FIGHTING EQUIPMENT. Where hydrants are not available, our AMT Pumps are used to siphon fire-quenching water from streams or ponds. Gorman-Rupp has donated firefighter pumps to volunteer firefighters in Victoria, Australia to assist with fighting bush fires.



SUPPORTING EDUCATION



ADVOCATES FOR CHILDREN.

We are proud supporters of the Sherman Elementary School reading program that encourages children to read. We also participate in National Manufacturing Day through the Regional Manufacturing Coalition, which introduces high school students to the job opportunities available in manufacturing.



ENCOURAGING HIGHER EDUCATION.

The Gorman-Rupp Company provides financial support for students receiving an education at The Ohio State University – Mansfield, and for award-winning online business education programs at Ashland University. We also provide support for the apprenticeship programs at North Central State College.



GOVERNANCE

At Gorman-Rupp, we are committed to effective corporate governance and high ethical standards. We adhere to our ethical commitments in every aspect of our business, including our commitments to each other, in the marketplace, and across the globe. These commitments are spelled out in our Code Ethics, which applies to all of our employees (including our principal executive and senior financial officers) and Board of Directors.



CORPORATE GOVERNANCE HIGHLIGHTS



Annual Election of Directors



Lead Independent Director



Non-Employee Director Independence

100%

Committee Independence

100%

Independent Director Gender Diversity

29%*

New Directors Since 2018

4**

Number of Financial Experts

4

Executive Sessions of the Board



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 2023 director nominees

** 5 based on 2023 director nominees

GOVERNANCE STANDARDS

CODE OF ETHICS. Our Code of Ethics describes the basic principles of conduct that apply to all employees, officers, and Directors of The Gorman-Rupp Company. These are the guidelines on which our own community is based to keep our employees safe and our business ethical. We strive to comply with all laws, rules, and regulations and endeavor to make full, fair, accurate, and timely disclosure in reports and documents filed with governmental bodies and our own public communications. We provide equal opportunity to all employees and provide a safe and healthful work environment in which they can confidentially express concerns with no retaliation.

HUMAN RIGHTS POLICY. Gorman-Rupp does not tolerate the use of child labor, forced labor, slavery, or human trafficking in any of its operations or facilities world-wide. We are committed to upholding fundamental human rights and believe that all human beings should be treated with dignity, fairness, and respect. We provide training to all employees in key and developing human rights areas—including providing a safe workplace and preventing harassment and discrimination.

ENVIRONMENTAL HEALTH & SAFETY.

We put the safety of our employees first at Gorman-Rupp. We provide personal protective equipment to those employees who need it to safely perform their job functions. We also have experienced personnel on-site at each of our manufacturing locations who are tasked with environmental, health, and safety education and compliance related to accidents, injuries, fires, natural disasters, and other emergencies.

ETHICS HOTLINE. We internally publicize the availability of an anonymous ethics hotline through which any employee may report any 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 reports on such matters to our Board of Directors.



GOVERNANCE STANDARDS



SUPPLIER CODE OF CONDUCT.

The Gorman-Rupp Company designs, manufactures, and globally sells pumps and pump systems. We endeavor to build on our economic success and reputation for quality products and experienced employees by acting with integrity as set forth in our Code of Ethics, Human Rights Policy, and Environmental Policy. We expect our suppliers to adhere to the same principles as set forth in those documents and 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 adopted by the Securities Exchange Commission (SEC), which requires companies to disclose information about the supply chain of the conflict minerals they use in their products intended to reduce funding for groups responsible for extreme human rights violations in the DRC region. We implemented a company-wide program to partner with our global suppliers to educate them on conflict minerals, utilize the industry standard Conflict Minerals Reporting Template (CMRT), and request that our suppliers investigate their own supply chain with the goal of avoiding conflict minerals sourced from the DRC region.

CALIFORNIA SUPPLY CHAIN POLICY.

The State of California has passed the Transparency in Supply Chains Act, which requires certain retail sellers and manufacturers doing business in California to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains. Requiring companies to disclose this information is intended to educate consumers on how to purchase goods produced by companies that responsibly manage their supply chains and, thereby, to improve the lives of victims of slavery and human trafficking. The Gorman-Rupp Company is committed to complying with this legislation and fulfilling its related disclosure obligations. Our terms and conditions of purchase require our suppliers to warrant that they have complied with and will continue to comply with all applicable federal, state and local laws.

The Gorman-Rupp Company SASB Industrial Machinery & Goods Sustainability Accounting Standard Fiscal Year 2022 Reporting

TABLE 1. Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2020	2021	2022 ⁽⁴⁾
Energy Management	RT-IG-130a.1	Total energy consumed	Quantitative	Gigajoules (GJ)	115,497	120,959	121,506
		Percentage grid electricity		Percentage (%)	100.0%	99.7%	99.4%
		Percentage renewable		Percentage (%)	0.0%	0.3%	0.6%
Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate (TRIR)	Quantitative	Incidents x 200,000 / Total hours worked	2.7	2.9	2.7
		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 \$	NR	NR	NR

TABLE 2. Activity Metrics

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2020	2021	2022 ⁽⁴⁾
Activity	RT-IG-000.A	Number of units produced by product category ⁽³⁾	Quantitative	Millions USD	\$349.0	\$378.3	\$433.6
	RT-IG-000.B	Number of employees	Quantitative	# as of 12/31	1,150	1,150	1,155

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 pump lifecycles 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. We do not report the Individual or combined revenue from these specific services and therefore have noted as not reported (NR).

(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.



The Pump People®
THE GORMAN-RUPP COMPANY