



The Pump People.

2023 Sustainability

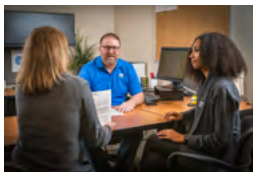
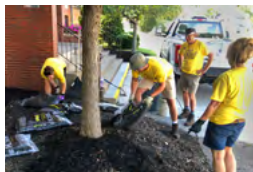


Report

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Environmental Social Governance



The Pump People.

Letter from our CEO



Reliability and performance have played a crucial role in the success of The Gorman-Rupp Company ever since its inception in 1933. Our earliest products were durable and built to last – values we have instilled in every aspect of our company, including our efforts toward a more sustainable future.

As a member of the global community, we realize the importance of minimizing our impact on the environment, which is why we have continued to increase our focus on renewable energy, waste prevention and resource conservation.

But true sustainability goes beyond environmental impact. We cannot guarantee a sustainable future without making a positive impact in our communities through continued education, philanthropy and social engagement.

Finally, a sustainable future must involve a standard of governance that is not only fair and ethical, but also provides for the safety and growth of our employees, customers, and vendors.

At Gorman-Rupp, we are committed to advancing the wellness of our planet, our communities and our people. Because in addition to building great pumps, we are in the business of building a future that will last.

SCOTT A KING

President and
Chief Executive Officer



Many Names. One Story.

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

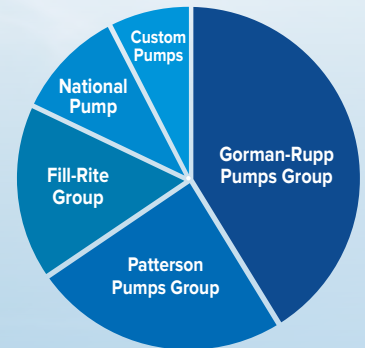
Custom Pumps Group



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

Markets We Serve

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

Gorman-Rupp pumps are the prime choice for fire suppression around the world for their durability and performance. To satisfy the growing demand for sprinkler-based systems, we supply centrifugal pumps as well as pumps to transfer water from streams or ponds in locations sprinklers are unavailable.



Construction

For heavy duty dewatering, liquid transfer, and sewer bypass applications, Gorman-Rupp pumps are market leaders in global construction. From dependable, engine-driven centrifugal and diaphragm pumps to high-performance liquid transfer pumps, certified meters, hoses, nozzles, and rugged diaphragm pumps, we've captured a workhorse reputation with construction crews the world over.

Industrial

With reliable handling of a range of clear liquids, waste streams, chemicals and viscous fluids, Gorman-Rupp pumps help keep steel mills, paper mills, and hundreds of thousands of other worldwide facilities running at full capacity. Our vertical turbine and submersible pumps also serve commercial plumbing and heating, ventilation, and air conditioning (HVAC) markets with efficient, industrial water supply solutions.

Markets We Serve



Municipal

Global municipalities count on Gorman-Rupp pumps for potable water, smooth handling of wastewater, and reliable flood control solutions. Pumps handling as much as a million gallons of water per minute support our status as a world leader in high-volume flood control.



Petroleum

As advanced fuels, vehicles, and transportation systems develop, Gorman-Rupp companies engineer pumps that satisfy evolving petroleum market needs. Our versatile range of products provide for such applications as bulk handling of volatile fluids to technology that facilitates the flow of petroleum products from well to refinery to fueling.



Original Equipment Manufacturer

Gorman-Rupp pumps are commonly integrated with a wide variety of larger products and systems for transportation, appliance manufacturing, food and chemical processing, electronics, printing, solar heating, and laser cooling. They're also essential components of U.S. military tank trailers, portable bulk water units, and complete mobile fueling systems.



Agriculture

For 70+ years, pumps from Gorman-Rupp have sustained the world's farmlands with life-giving water. We deliver the right pumps to corn, cotton, wheat, soybean, rice and other produce fields. Gorman-Rupp Companies also provide reliable liquid transfer pumps, meters, hoses, and more for animal waste and pit agitation, fertilizer, fuel transfer, and dewatering applications.

Environmental



We want to make a significant impact on our markets while lessening our impact to the environment. Striving to meet this objective takes many forms, including the increasing supplementation of our electricity usage with solar energy, dedication to responsible carbon emissions management, and the development of more electric-driven technology. They're all just part of The Gorman-Rupp Company's sustained commitment to a sustainable future.

Energy Conservation



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. The panels produced nearly 58 percent of the facility's total energy consumption, reducing overall electricity costs.



Excellence in Compliance

The test lab of Patterson Pump Company received certification via the Hydraulic Pump Test Lab Approval Program (PTLAP). This establishes compliance regarding energy efficiency at or above industry standards to its own quality program, procedures, pump testing capabilities, and instrument calibration.

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.

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.



Environmental and Waste Management



Transition to More Sustainable Packaging

Gorman-Rupp Industries is utilizing biodegradable packaging to reduce costs and plastic waste. Additionally, they have made the initiative to reduce plastic foam usage and instead use paper packaging and cushioning when shipping orders. Overall, Gorman-Rupp Industries saw their foam usage reduced by 79% since they implemented this new product.



Clean, Green Pump Machines

AMT Pump recently implemented 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.

Social



Gorman-Rupp believes being a part of communities means taking an active role in their support. To this end, we demonstrate our core values to our employees and surrounding communities in many ways. These include energizing our next generation workforce via education initiatives and internship opportunities to aiding in local landmark restoration and building projects. We also partner with higher education to further research and teach undergraduate engineering and technology courses. Our outreach even extends south of the border where we've contributed to making wastewater removal and irrigation on Mexican dairy farms more efficient.

Community Outreach



Giving Back to Our Communities

Our team prioritizes demonstrating our core values within our communities. Patterson Pump Company received a 50-year Membership Award and one of its employees received The Volunteer of the Year Award by the Stephens County Chamber of Commerce. The Gorman-Rupp Pumps USA and Fill-Rite teams participated in the 2023 United Way Day of Caring event at the Ohio Bird Sanctuary and Peace Montessori, a local preschool. Additionally, the Fill-Rite team hosted a Book Bag Drive with the Fort Wayne Boys and Girls Club and donated 50 backpacks filled with school supplies. The Gorman-Rupp team contributed pumps to the Kingwood Center Gardens in Ohio, supporting a duck pond restoration project. The AMT Pump team sponsored a local high-school project to build a veterans memorial.



Supporting Early Career Education

Gorman-Rupp actively works to educate and support the next generation of pump people. This year, Gorman-Rupp Pumps USA hosted a booth at a Junior Achievement event in Mansfield, Ohio. They taught students about the diverse opportunities for careers at our company and brought a signature glass face pump to demonstrate how the systems work.



Additionally, the Fill-Rite team hosted a booth at the Purdue University Fort Wayne Opportunity Banquet, an engineering career fair sponsored by the local chapter of the Society of Women Engineers. Each year, Fill-Rite provides internship opportunities to local undergraduate engineering students.



PURDUE UNIVERSITY. FORT WAYNE

Partnering With Higher Education

Fill-Rite works closely with Purdue University in Fort Wayne to further academic research and utilize local expertise. Through the “Faculty in Residence” research project, two professors from the university remained on the Fill-Rite campus throughout the 2023 summer to focus on solving a specific technical issue. Additionally, a member of the Fill-Rite Engineering department serves as a limited-term lecturer at the university to teach undergraduate engineering and technology courses, including an Electrical Engineering Course on Industrial Motor Controls and an Industrial Engineering Technology course on Ergonomics. Fill-Rite further supports Capstone Senior Design projects for the Purdue University Fort Wayne Engineering students through funding and mentoring. There are two such projects currently



active at the Fill-Rite Product Test Laboratory.



Global Reach

This year, a Gorman-Rupp team visited La Flor, La Floria, and La Luna dairy farms in Mexico with their local distributor, Púlsar Water. These locations collectively house over 35 thousand cattle, which makes their need for efficient waste removal obvious. Púlsar Water helps dairy farmers throughout Mexico remove waste and recycle it for irrigation and fertilizer by replacing vertical submersible pumps with Gorman-Rupp Super T Series® units.



Employee Development



Employee Compensation and Growth

Along with competitive wages, Gorman-Rupp offers a leading benefits package and profit-sharing program. Through our comprehensive training and development programs, our employees are enabled to learn, grow, and advance to their highest potential within the organization.



Empowering Wellness

Take 22: A Wellness Initiative was established by our company to motivate employees to focus on fitness and maintain healthy habits. Through Take 22, employees take part virtually or on-site in 22 different wellness challenges over an 8-month course. These challenges include walking, biking, nutrition modification, and meeting hydration goals with the aid of digital fitness tracking devices provided by Gorman-Rupp.

TAKE22
A WELLNESS INITIATIVE

Encouraging healthy habits in the workplace through 22 wellness challenges!

Patterson
A Gorman-Rupp Company

Governance



Effective corporate governance and high ethical standards are principles to which Gorman-Rupp is fully committed. Every aspect of our business is driven by a conscientious commitment to our corporate family, to the marketplaces in which we serve and to the world around us. All of them are detailed in a Code of Ethics that applies to every employee – including our principal executive and senior financial officers – as well as our 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	43%
New Directors Since 2018	5
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	✓



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 standards on which our company 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

At Gorman-Rupp, we put the safety of our employees first. 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.



California Supply Chain Policy

The State of California 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.

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 Democratic Republic of the Congo 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.





The Gorman-Rupp Company
SASB Industrial Machinery & Goods Sustainability Accounting Standard
Fiscal Year 2023 Reporting

TABLE 1. Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2021	2022 ⁽⁴⁾	2023
Energy Management	RT-IG-130a.1	Total energy consumed	Quantitative	Gigajoules (GJ)	120,959	121,506	129,625
		Percentage grid electricity		Percentage (%)	99.7%	99.4%	99.5%
		Percentage renewable		Percentage (%)	0.3%	0.6%	0.5%
Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate (TRIR)	Quantitative	Incidents x 200,000 / Total hours worked	2.9	3.2	3.2
		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	2021	2022 ⁽⁴⁾	2023
Activity	RT-IG-000.A	Number of units produced by product category ⁽³⁾	Quantitative	Millions USD	\$378.3	\$433.6	\$659.5
	RT-IG-000.B	Number of employees	Quantitative	# as of 12/31	1,150	1,155	1,453

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 information.



The Pump People[®]
THE GORMAN-RUPP COMPANY