



*The Pump People.*



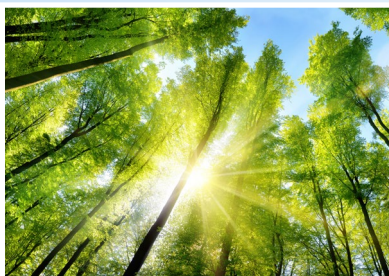
# 2025

# SUSTAINABILITY REPORT

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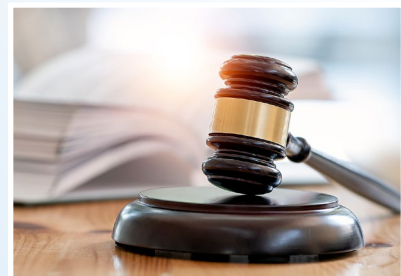
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**Environmental**



**Social**



**Governance**

# Letter from our CEO

At Gorman-Rupp, we've upheld the same standard of quality and service since 1933 - built on reliability and performance. Like our products, we're made to last. These values have helped us become a trusted name across markets including municipal, industrial, construction, and agriculture.

As we grow, we honor our tradition while adapting to today's needs.

We also recognize the importance of responsible practices. From energy use to waste management, we look for ways to operate more efficiently. Many of our products also play a role in supporting cleaner water and healthier

environments. Equally important is our focus on people and community.

We invest in employee benefits, education, and local projects, while upholding fairness, safety, and strong governance in all we do. Guided by these principles, we strive to build products - and a world - that last.

*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](http://www.grpumps.com)

**Gorman-Rupp of Canada Limited**  
St. Thomas, Ontario  
[www.grpumps.ca](http://www.grpumps.ca)

**Gorman-Rupp Africa Proprietary Limited**  
Boksburg, South Africa  
[www.gormanrupp.co.za](http://www.gormanrupp.co.za)

**Gorman-Rupp Europe B.V.**  
Waardenburg  
The Netherlands  
[www.grpumps.eu](http://www.grpumps.eu)

**Gorman-Rupp Belgium SA**  
Suarlée, Belgium  
[www.grpumps.eu](http://www.grpumps.eu)

## Patterson Pumps Group



**Patterson Pump Company**  
Toccoa, Georgia  
[www.pattersonpumps.com](http://www.pattersonpumps.com)



**Patterson Pump Ireland Limited**  
Westmeath  
Republic of Ireland  
[www.ie.pattersonpumps.com](http://www.ie.pattersonpumps.com)

## Fill-Rite Group



**Fill-Rite Company**  
Fort Wayne, Indiana  
Lenexa, Kansas  
[www.fillrite.com](http://www.fillrite.com)

## National Pump Company



**National Pump Company**  
Glendale, Arizona  
[www.nationalpumpcompany.com](http://www.nationalpumpcompany.com)

## Custom Pumps Group



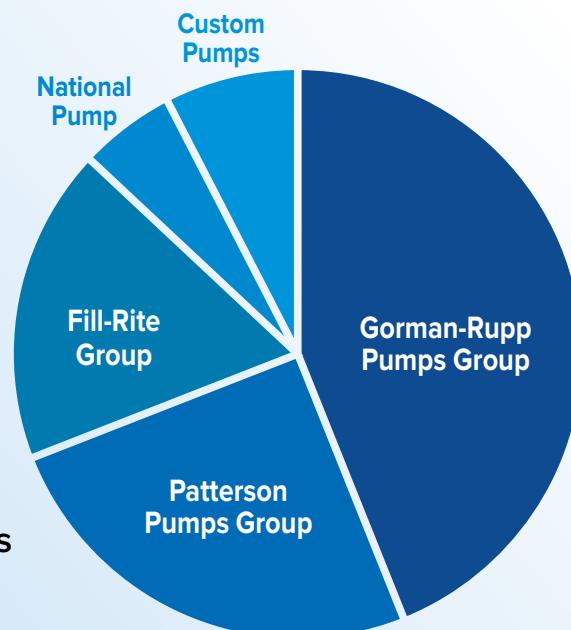
**Gorman-Rupp Industries**  
Bellville, Ohio  
[www.gripumps.com](http://www.gripumps.com)



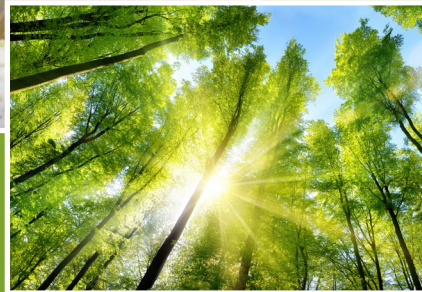
**AMT Pump Company**  
Royersford, Pennsylvania  
[www.amtpump.com](http://www.amtpump.com)



Over 1,400  
Global Employees



# Environmental



Gorman-Rupp understands the value of operating efficiently and responsibly. We continue to improve through efforts like conserving resources, refining packaging, blending waste fuels, and using solar energy at some of our locations. Our goal is simple: to work smarter and build solutions that last.



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# Energy Conservation



Gorman-Rupp Johannesburg,  
South Africa

## Solar Panels Installation

Our Gorman-Rupp facility in Johannesburg, South Africa installed rooftop solar panels to supplement our electricity usage with clean renewable energy. These panels produce a significant amount of the facility's total energy consumption, reducing overall electricity costs, while also feeding some surplus energy back to the local grid.



## CO<sub>2</sub> PERFORMANCE LADDER

## 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.



## Certified Carbon Awareness Company

Gorman-Rupp Europe B.V. is certified on the CO<sub>2</sub> Performance Ladder, a Dutch sustainability standard that drives reduction of carbon emissions. Our company received recognition for the design, assembly, sales, installation, maintenance, repair, and rental of its pumps and pump systems. We have maintained a level 3 ranking for our awareness and management of carbon emissions. The certification is recognized as a best practice for sustainable procurement by the OECD, IPCC, and WEF.

# Environmental & Waste Management

## Transition to More Sustainable Packaging

Gorman-Rupp Industries and Fill-Rite are utilizing returnable and biodegradable packaging to reduce costs and plastic waste. Gorman-Rupp Industries has reduced plastic foam packaging usage by 92 percent, opting instead for recyclable paper cushioning. 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 bioassimilates into a food source for microorganisms.

## Less Scrap. More Recycling

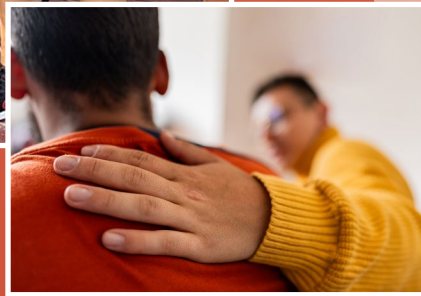
Gorman-Rupp Industries is finding ways to improve efficient material used to reduce line reject scrap. This initiative was established in 2023 with the goal to reduce scrap by 20 percent. In 2025, we went above and beyond with a 25 percent reduction, lowering scrap cost and increasing recycling.



## 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.

# Social



We value the people who make our success possible. We provide strong support for our employees and the resources they need to do their best work, fostering a workplace built on respect and opportunity. Beyond our walls, we look for meaningful ways to give back—whether it's donating equipment to aid local needs, supporting education programs, or contributing to community projects that make a difference.

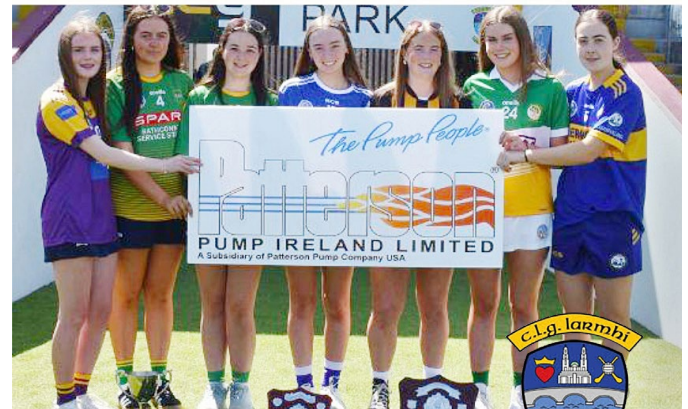


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# Community Outreach

## Building Safer, More Resilient Communities

Our Patterson Pump division partnered with the Velasco Drainage District to enhance the levee drainage system in Brazoria County, Texas. We installed three new 96-inch vertical axial flow pumps at the East Frontal Levee, increasing total pumping capacity to 2,050,000 gallons per minute. This project strengthens regional protection against floods, hurricanes, and severe weather, and reflects our ongoing commitment to community safety and sustainable growth.



## Youth Sports Outreach

Members of Patterson Pump Ireland were proud to launch the company's official sponsorship of the Westmeath Minor Camogie Club Championship. This partnership reflects our commitment to supporting youth development and community sports. We're excited to cheer on these talented athletes and look forward to a successful and rewarding two-year collaboration.

## United Way Day of Caring

Through our Fill-Rite division, Gorman-Rupp was proud to take part in the annual United Way Day of Caring. Our employees volunteered their time and skills on projects like refurbishing Girl Scouts facilities, lending a hand where it was most needed. Their efforts not only supported important community programs but also highlighted the teamwork and generosity that define our company culture. Events like this strengthen our local connections and reflect our ongoing commitment to care and collaboration.



# Community Outreach



- **Boys and Girls Club**, for which Fill-Rite helped organize a Backpack Drive and filled 30 bags for grade school kids in need.
- **Forward Indiana Communities Food Pantries**
- **Rubies Women’s Group**, for which Gorman-Rupp Pumps donated a passenger van to assist the organization’s mission in supporting women across the community.
- **Local YMCA chapters**
- **Junior Achievement**
- **Adopt-a-School programs**
- **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 will use the funding to purchase rescue equipment, boats, and fuel, ensuring their readiness to respond to emergencies on the water.
- **The Edenvale Society for the Prevention of Cruelty to Animals**, which educates the community about animal welfare and finds homes for pets in need.
- **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.

## Worldwide Charitable Donations

The list of contributions (to the right) reflect our commitment to addressing critical issues, supporting the well-being of those in need, and reinforcing our dedication to fostering stronger, healthier, and safer communities around the world.

## Supporting Early Career Education

Gorman-Rupp actively works to educate and support the next generation of pump people. Fill-Rite frequently partners with Purdue Fort Wayne, Kansas, and Kansas State universities to participate in local engineering career fairs and sponsor programs where faculty and students can work with Fill-Rite to solve practical engineering problems. In 2025, three engineering students joined the Fill-Rite team for summer internships with real-world projects in planning, designing, and testing.



# Employee Resources

## Gorman-Rupp: A Culture of Shared Success

At Gorman-Rupp, people are at the heart of everything we do. For over 90 years, our employees have shared in the company's success through a proud tradition of profit sharing—a reflection of our belief that when the company thrives, our people should too. We offer competitive wages and an exceptional benefits package designed to support employees and their families. Our benefits include a high-deductible health plan (HDHP) paired with company contributions to a Health Savings Account (HSA), helping employees manage their healthcare needs today while planning confidently for tomorrow.



Beyond great benefits, we're deeply committed to growth, learning, and opportunity. Through comprehensive training and development programs, we empower our team to reach their full potential, advance their careers, and contribute to Gorman-Rupp's continued excellence.

At Gorman-Rupp, success is shared—every step of the way.



# Governance



We are committed to strong corporate governance and high ethical standards. These principles guide how we work with one another, how we operate in the marketplace, and how we meet our global responsibilities. Our Code of Ethics sets clear expectations for everyone – from employees to senior leaders and our Board of Directors – ensuring integrity is at the core of our business.



*The Pump People.*

# Leadership / Highlights



Annual Election of Directors



Lead Independent Director



Committee Independence

**100%**

Independent Director Gender Diversity

**42%**

New Directors Since 2020

**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



# Governance Standards



## 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.



# Governance Standards



## 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.



## California Supply Chain Policy

The State of California's Transparency in Supply Chains Act 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. This legislation aims to educate consumers on how to purchase goods from companies that responsibly manage their supply chains, thereby improving 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.

## 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 2025 Reporting

**TABLE 1. Sustainability Disclosure Topics & Accounting Metrics**

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2023	2024	2025
Energy Management	RT-IG-130a.1	Total energy consumed	Quantitative	Gigajoules (GJ)	129,625	132,690	137,643
		Percentage grid electricity		Percentage (%)	60.5% <sup>(1)</sup>	59.2% <sup>(1)</sup>	56.6%
		Percentage renewable		Percentage (%)	0.3% <sup>(1)</sup>	0.3% <sup>(1)</sup>	0.6%
Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate (TRIR)	Quantitative	Incidents x 200,000 / Total hours worked	3.2	2.1	1.9
		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 <sup>(2)</sup>	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 <sup>(3)</sup>	Quantitative	Thousands \$	0.0	0.0	0.0

**TABLE 2. Activity Metrics**

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2023	2024	2025
Activity	RT-IG-000.A	Number of units produced by product category <sup>(4)</sup>	Quantitative	Millions USD	\$659.5	\$659.7	\$682.4
	RT-IG-000.B	Number of employees	Quantitative	# as of 12/31	1,453	1,454	1,415

NR - Not reported

(1) Balances have been restated from the prior period to correspond with the current year presentation reflecting grid electricity and renewable as a percentage of total energy consumed. Previously reported balances were stated as a percentage of total electricity consumed.

(2) 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.

(3) 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, and (3) customer training to optimize product useful life and efficiency.

(4) 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).



*The Pump People*®