

CORPORATE SOCIAL RESPONSIBILITY

Overview



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"The primary responsibility of the Board of Directors of Sturm, Ruger & Company, Inc. is to oversee the management of the Company and guide the long-term success of the Company, consistent with the Board's fiduciary duty to the Company shareholders."



Ruger Corporate Board Governance Guidelines

ENGAGED AND DIVERSE BOARD OF DIRECTORS

Our Board of Directors are highly experienced, extremely engaged in overseeing the management of our business and boast diverse backgrounds, spanning finance, legal, leadership training and manufacturing.

- 22% of our Board members are female, 33% are military veterans.
- All have strong attendance records at Board and committee meetings and frequent engagement with Company management.

DRIVING SHAREHOLDER VALUE

As a publicly traded, for profit, commercial enterprise, we pursue our primary purpose of generating financial returns for our shareholders while strictly adhering to our core values of Integrity, Respect, Innovation and Teamwork.

- Since 2020, we returned \$128 million to shareholders through quarterly dividends, as well as \$175 million through two special dividends of \$5.00 per share, for a total return of over \$300 million.
- Disciplined capital allocation strategy balances preserving shareholder resources with enhancing returns.



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RISK MITIGATION

Our Board of Directors exercises strong oversight in the areas of material risk to the Company through regular meetings addressing these risks. The Risk Oversight Committee works with management to identify and assess risk and provide guidance and input into risk exposure and mitigation strategies. Risk management and mitigation are built into the Company's culture in part through a robust corporate compliance program, in which all employees are empowered and required to report matters which may present legal compliance concerns for thorough and immediate investigation.

SHAREHOLDER ENGAGEMENT

We balance our need to run the Company with our desire to keep our shareholders engaged and informed. Prior to the 2022 Annual Meeting, we requested meetings with the corporate governance teams at stockholders representing 55.5% of our outstanding shares, as a result of which we engaged with teams at stockholders representing 27.6% of our outstanding shares. We primarily discussed the stockholder proposal that was included in our proxy materials for the 2022 Annual Meeting and also encouraged shareholders to provide input on any other topics of concern. These discussions included our CEO, CFO, General Counsel, Chairman and Vice Chairman of the Board of Directors.

HUMAN RIGHTS

We are committed to respecting the human rights of stakeholders, which include our employees, business partners and the communities in which we operate. Guided by our core values and our *Code of Business Conduct and Ethics*, we can be sure that the Company's practices support and promote those human rights. We have incorporated these core philosophies into a *Human Rights Policy* statement to provide transparency as to our beliefs and values.



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Our dedicated team is conscious of the Company's environmental footprint in our local communities and works to reduce that footprint where it makes sense to do so. A few significant projects include:

IMPROVED ENERGY EFFICIENCIES

Upgraded lighting in New Hampshire and Arizona has saved over 2 million kWh in energy consumption since 2020.



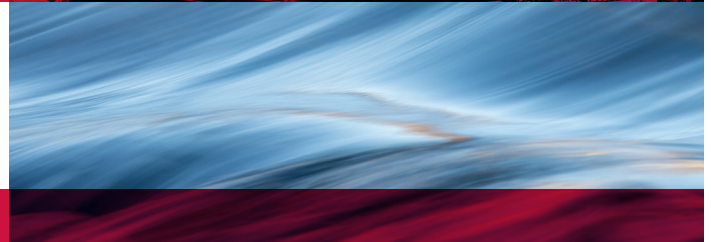
STEEL RECYCLING

Over 20 million pounds of steel has been recycled since 2021.



METAL REUSE

Ruger has internally reused over 2 million pounds of metal through re-melt since 2021.



WATER CONSERVATION

A water conservation project at our New Hampshire facility resulted in water savings of over 48,000 gallons of water PER DAY since 2017.



COOLANT FILTRATION

Installation of ultrafiltration and recycling units in New Hampshire and North Carolina has reduced coolant waste shipments by over 200,000 gallons since 2021.



BRASS REUSE

Sending expended brass ammunition shells to an ammunition manufacturer for reloading has eliminated the need to recycle these shells as a raw commodity.

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RUGER MAKES SUBSTANTIAL FINANCIAL CONTRIBUTIONS TO SAFETY, EDUCATION AND CONSERVATION VIA PITTMAN-ROBERTSON TAX DOLLARS

The firearm and ammunition industry's substantial financial contribution for hunter safety, education and conservation is often overlooked. Individually, Ruger has contributed hundreds of millions of dollars over the years through the Pittman-Robertson tax, a federal tax imposed upon the sale of firearms and ammunition. In recent years, the firearms and ammunition industry has contributed an average of \$700-\$800 million per year.

The Wildlife Restoration Program, which is funded almost entirely through these taxes, is the nation's oldest and most successful wildlife restoration program. For more than 80 years, it has served as a model of conservation partnership among industry, states and territories and the federal government, protecting and restoring wildlife and the lands they depend on for current and future generations. Funds from this tax (approximately 91% of which is derived from firearms and ammunition) go toward projects to restore, conserve, manage and enhance wild birds and mammals in their habitats.

Since 2018, Ruger firearms sales have contributed almost **\$250 MILLION** in Federal Excise Tax.

