

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On June 1, 2026, the Board of Directors (the “Board”) of Sturm, Ruger & Company, Inc., a Delaware corporation (the “Company”), in consultation with and consistent with the recommendations made to the Board by the Compensation Committee thereof, adjusted the compensation of Todd W. Seyfert, President and Chief Executive Officer of the Company, as follows: (i) base salary of \$800,000 per year (“Base Salary”), (ii) annual target cash bonus based on 100% of Base Salary, (iii) annual performance-based equity incentive compensation, with each such equity award equal to 150% of Base Salary for the applicable period, and (iv) annual time-based equity incentive compensation, with each such equity award equal to 150% of Base Salary for the applicable period. In connection therewith, the Board also approved the grant of supplemental restricted stock unit awards to Mr. Seyfert to reflect the foregoing adjustment to his compensation, with vesting conditions and dates mirroring the vesting conditions and dates contained in the executive equity awards previously granted to Mr. Seyfert on March 6, 2026.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, hereunto duly authorized.

STURM, RUGER & COMPANY, INC.

By: /S/ Sarah F. Colbert

Name: Sarah F. Colbert

Title: Senior Vice President,
Corporate Secretary, and
General Counsel

Dated: June 4, 2026