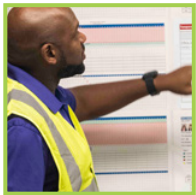


Together We Can



2021 ESG REPORT

About This Report

In this inaugural Myers Industries' Environmental, Social and Governance (ESG) Report, we share our approach to addressing key ESG topics as well as information on activities and initiatives that took place during the 2021 calendar year and into 2022. In preparing this report, we referenced the Global Reporting Initiative (GRI) Standards and relied on the results of our 2021 materiality assessment to disclose our progress and commitments important to our business, industry and key stakeholders.

Please contact ESG@myersind.com for comments and questions about this report.

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FORWARD-LOOKING STATEMENTS

This report contains "forward-looking" statements within the meaning of the Private Securities Litigation Reform Act of 1995. These "forward-looking" statements include, but are not limited to, statements related to ESG metrics, methodologies, plans, goals, initiatives, policies, practices, programs, procedures, systems, and operational strategies discussed or referenced in this report. Any statement that is not of historical fact may be deemed "forward-looking." Words such as "will," "expect," "believe," "project", "plan," "aspire," "anticipate," "intend," "objective," "outlook," "target," "potential," "goal," "view" and similar expressions identify forward-looking statements. These statements are based on management's current views, beliefs, expectations and assumptions of future events, conditions and financial performance and involve a number of risks and uncertainties, many outside of the Company's control that could cause actual results or events to materially differ from those expressed or implied in such statements or from historical results. The Company is not able to predict all of the risks, uncertainties and other factors that may affect future results. Some of the factors that could cause actual results or events to differ materially from the Company's expectations, or cautionary statements, are detailed in the Company's filings with the Securities and Exchange Commission, including the Company's Annual Report on Form 10-K for the year ended December 31, 2021 and subsequent Quarterly Reports on Form 10-Q. Such reports are available on the Securities and Exchange Commission's public reference facilities and its website at www.sec.gov and on the Company's Investor Relations section of its website at www.myersindustries.com. The Company undertakes no obligation to publicly update or revise any forward-looking statements contained herein whether as a result of new information, future events or otherwise, except to the extent required by law. These statements speak only as of the date made.

This report contains references to the Company's website. Information on the Company's website is not incorporated by reference in or otherwise considered a part of this report.

Leadership Message

Dear Myers Industries Stakeholders,

On behalf of my Myers Industries colleagues, we are proud to share our first Environmental, Social and Governance (ESG) Report. As One Myers, together we can take important steps in our sustainability journey, transform our culture and deliver on our strategic objectives and long-term vision.

Since our founding in 1933 as a single storefront, we have continuously seized the opportunity to grow and strengthen our organization over the years.

Our ESG position is rooted in sustainable products that are at the heart of the circular economy. Many of our durable, high-quality plastic products contain recycled resins and materials that are reclaimed from products at the end of their useful life and from our production scrap. We recycle plastic products into new, multiple-use products to continue their service life. Our products solve for the issues our customers care about – enhancing safety and efficiency, eliminating waste and lowering their carbon footprint.

ESG performance is an important consideration in how we run the business. Our One Myers culture is grounded in our commitment to the environment, to protecting our employees and the communities where we operate and to good corporate governance practices, all of which directly impact our performance and value.

Our holistic approach to ESG is a journey undertaken with full engagement and support from our leadership team, our Board of Directors, our employees and key external stakeholders. We took a key step forward in 2021 with the completion of a materiality assessment that allowed us to prioritize our ESG efforts. Through research, benchmarking and engagement of internal and external stakeholders, we developed a strategy that addresses global and community impacts; the empowerment, safety and well-being of our workforce; and customer-focused solutions.



By recycling plastic products into new, multiple-use products, we are continuing their service life, reducing waste to landfill and delivering on our circular economy strategy.

Informed by our materiality assessment, we bring our ESG strategy to life through three primary pillars: Products, Planet and People. Together, we will execute in these areas, knowing the importance of our work at a critical time for our global community.

I am truly proud of our growth and resilience. In 2021, we made and integrated key acquisitions, brought in new talent, empowered our employees and teams, executed on our strategic plan and continued full speed ahead on our ESG journey. Despite the challenges of unprecedented increases in raw material costs and labor constraints due to availability and COVID-19, we have continued to deliver for customers and shareholders.

This report marks a milestone in our efforts to provide enhanced transparency about the ways we integrate sustainability and social responsibility into what we do. We know this journey requires action and accountability moving forward. We come to this opportunity with a growth mindset, building on a foundation of operational excellence, all made possible by the One Myers team working together today for a more sustainable tomorrow.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike McGaugh".

Mike McGaugh

President and Chief Executive Officer

Executive Team

Our management team is comprised of cross-functional leaders from multiple industries and disciplines. The focus of our management team is clear: operate with a servant leadership mentality and work diligently to execute on our strategic and financial goals to drive shareholder value and solidify our position as an industry leader and global growth company.



// **MIKE MCGAUGH**
President and Chief Executive Officer



// **SONAL ROBINSON¹**
Executive Vice President, Chief Financial Officer



// **JEFF BAKER**
Vice President, Shared Services



// **JIM GURNEE**
Vice President, Sales, Marketing and Commercial Excellence



// **DAVE BASQUE**
Vice President, Integration
Vice President, Material Handling Segment – Injection Molding



// **MIKE MILLER**
Vice President, Material Handling Segment – Blow Molding



// **JACK WELTER**
Vice President, Material Handling Segment – Rotational Molding



// **PAUL JOHNSON**
Vice President, Distribution Segment



// **MONICA VINAY¹**
Vice President, Investor Relations and Treasurer



// **MATTHEW MARCHEL**
Senior Director, Strategy and Corporate Development



// **SUE A. RILLEY**
Senior Corporate Counsel



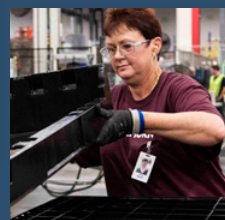
// **LORELEI EVANS**
Vice President, Human Resources

¹Sonal Robinson served as Executive Vice President and Chief Financial Officer throughout the 2021 reporting year and into 2022 before resigning to pursue other opportunities. Monica Vinay, Vice President, Investor Relations and Treasurer, was named Interim Chief Financial Officer, effective July 1, 2022.

About Myers Industries

Myers Industries (NYSE: MYE) is a leader in the manufacturing of reusable plastic and metal material handling containers and pallets, as well as plastic fuel tanks. Myers is also the largest distributor of tools, equipment and supplies for the tire, wheel and under-vehicle service industry in the United States.

Operating since 1933, we have cultivated a legacy rooted in customer focus and diversified solutions. Our brands provide sustainable solutions to a wide variety of global customers in various niche markets. Our diverse products and solutions help customers improve shop productivity with point-of-use inventory, store and transport products more safely and efficiently, improve sustainability through reuse and recycling, lower overall material handling costs, improve ergonomics for their labor force, eliminate waste and increase profitability.



ESG HIGHLIGHTS

Engaged an energy consultant to **evaluate energy usage across our businesses** to provide a companywide baseline for benchmarking and reducing energy usage

Furthered our circular economy approach to **reducing plastic waste and reusing/recycling our end-of-life products** through closed-loop systems

Implemented **health and safety management systems** and metrics to identify and address hazards

Completed an **all-employee engagement survey**, receiving feedback from 83% of our workforce, and conducted feedback sessions to create action plans

Reached out to **all shareholders owning more than 1% of Myers' outstanding shares**, offering to discuss governance matters

Codified **Board-level oversight of our ESG strategy** within the responsibilities of the Corporate Governance Committee

Maintained membership in the **Alliance to End Plastic Waste**, a global nonprofit organization committed to investing in solutions that help eliminate plastic waste in the environment

Furthered our **ESG strategy** through a robust **materiality assessment** involving input from internal and external stakeholders

Advanced our **positive safety culture** through top management support, employee engagement programs and location-specific safety committees

Business Segments Enhance Versatility

We conduct our business activity in two distinct business segments: Material Handling and Distribution.

The **Material Handling** Segment designs and manufactures a broad selection of durable plastic and metal containers used repeatedly during their service life. Our plastic products can be recovered, recycled and reprocessed into new products. Our products include pallets, small parts bins, bulk shipping containers, storage and organization products, OEM parts, custom plastic products, consumer fuel containers and tanks for water, fuel and waste handling. Products are injection molded, rotationally molded, blow molded or thermoformed. Material Handling conducts operations in the United States and Canada, and serves a wide variety of markets, including

industrial manufacturing, food processing, retail/wholesale products distribution, agriculture, automotive, recreational vehicles, marine vehicles, health care, appliance, bakery, electronics, textiles and consumer markets, among others. We sell products directly and through distributors.



MATERIAL HANDLING SEGMENT



BUCKHORN

Designer, manufacturer and recycler of plastic reusable containers, pallets and bins to improve material handling productivity



AKRO-MILS

A leading manufacturer of storage, organization and transport solutions designed to improve productivity and inventory control



JAMCO PRODUCTS

Designer and manufacturer of heavy-duty steel carts and safety cabinets used across multiple markets



AMERI-KART

An industry-leading rotational molder and thermoformer that manufactures a broad range of custom plastic parts



ELKHART PLASTICS

Designer and manufacturer of rotationally molded products in a variety of shapes, lengths and thicknesses, serving a broad range of industries



TRILOGY PLASTICS

Designer and manufacturer of a large variety of rotationally molded products for a broad range of customers and markets



SCEPTER

Producer of portable fuel and water containers, ammunition containers, storage totes and shipping containers that serve multiple markets

The **Distribution** Segment distributes tools, equipment and supplies used for tire, wheel and under-vehicle service on passenger, heavy truck and off-road vehicles. The Distribution Segment also manufactures tire repair materials and custom rubber products and manufactures and sells permanent and temporary reflective highway marking tape. We operate domestically through sales offices, five regional distribution centers and one manufacturing location in the United States. We also operate in certain foreign countries through export sales as well as through our branch operations, principally in Central America. We serve retail and truck tire dealers, commercial auto and truck fleets, truck stop operations, auto dealers, general service and repair centers, tire retreaders and government agencies.



DISTRIBUTION SEGMENT



MYERS TIRE SUPPLY

The largest U.S. distributor of tools, supplies and equipment for the tire, wheel and under-vehicle industry



MYERS TIRE SUPPLY INTERNATIONAL

A distributor for the tire, wheel and under-vehicle service industry in Asia, Canada, Central America, Europe, the Middle East and South America



PATCH RUBBER COMPANY

A producer of tire repair and retread products and permanent and temporary reflective highway marking tape



TUFFY

A warehouse distributor of tire repair tools and accessories for tire dealers, retreaders and trucking fleets

*In June 2022, Myers Industries announced the acquisition of Mohawk Rubber Sales of New England, Inc., which will be integrated into the Company's Distribution Segment.

"We are now embracing who we are — a great material handling company combined with a great order fulfillment and distribution business."

– Mike McGaugh, President and CEO

OUR 3-HORIZON STRATEGY

Horizon 1

2020-2023

**Self-Help, Organic Growth,
Bolt-On M&A**

Execute via three approaches:

- Self-Help: Integrated purchasing and supply chain, pricing, SG&A optimization, asset capability
- Organic Growth: Sales and commercial excellence, innovation, e-commerce
- Bolt-on M&A within existing plastics technologies

Horizon 2

2023-2026

Continued execution of Horizon 1 +
**Enterprise-level M&A with
North America focus**

- Use cash flow and learning/ experience gained from Horizon 1 to acquire larger firms in North America
- Potential to grow in adjacent technologies

Horizon 3

2026-2029

Continued execution of Horizon 1 and 2 +
**Enterprise-level M&A with
global focus**

- Expand globally via M&A
- Maintain focus on plastics manufacturing, expand to other substrates

\$1B

Revenue Target

\$2B

Revenue Target

\$3B+

Revenue Target

Our Strategic Vision

In late 2020, we launched our long-term vision that sets Myers Industries on a clear path toward achieving our strategic objective – transforming our Material Handling Segment into a high-growth, customer-centric innovator of engineered plastic solutions while continuing to optimize and grow our Distribution Segment.

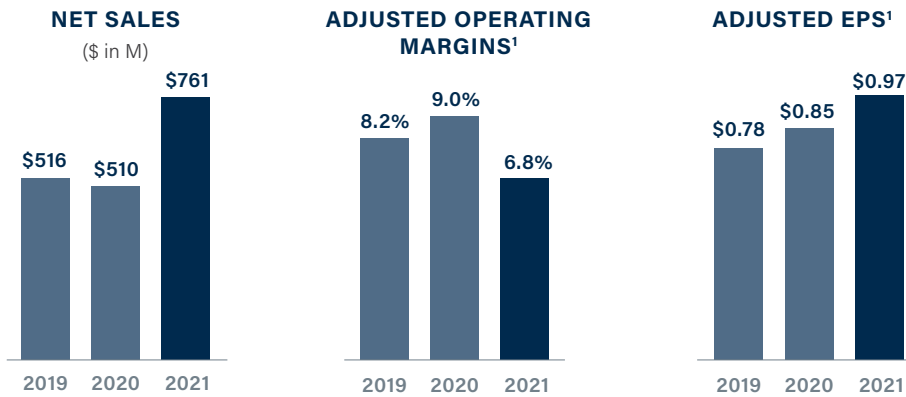
This ambitious vision consists of three distinct horizons. Each horizon outlines specific actions to drive profitable revenue growth while advancing a One Myers culture and mindset. Our ability to offer solutions that incorporate all our current molding capabilities – rotational molding, blow molding, injection molding and thermoforming – provides us with strategic differentiation in the marketplace.

In our first phase, Horizon 1, we are strengthening our organization through organic growth initiatives, commercial and operational excellence, pursuing bolt-on acquisitions in plastics molding and driving a high-performing culture. Horizon 2, planned for 2023-2026, looks to expand our mergers and acquisitions focus to include larger, enterprise deals. Horizon 3, set for 2026-2029, aims to grow Myers Industries through international acquisitions.



Financial Performance

Continued execution of our 3-Horizon strategy is providing the foundation for sustained, profitable growth. We delivered strong organic revenue growth in 2021 and successfully integrated two acquisitions, offsetting cost pressures and making significant progress in driving sales, commercial, e-commerce and operational excellence.



¹ Reflects continuing operations. See appendix for non-GAAP reconciliations.



OUR VALUES

Our people bring our One Myers culture and mindset to life through shared values that serve as our compass on our journey forward. Collectively, we are united by our ability to make a positive impact, deliver on our commitments and meet the challenges of today and tomorrow.



INTEGRITY

Our word is our bond; we do what we say we are going to do.



OPTIMISM

We work with the assumption that people are fair, honest and have good intent.



CUSTOMER FOCUS

We strive to deliver the right product, at the right time, every time.



CAN-DO SPIRIT

We will always find a way. We have a can-do spirit. We will deliver for our employees, customers, communities and shareholders.

Our Approach to ESG

ESG Oversight

Our ESG Steering Committee, established in 2019, oversees our sustainability efforts and drives progress on key initiatives. Our Vice President, Investor Relations and Treasurer leads the committee, with executive sponsorship from our President and Chief Executive Officer. The Committee includes leaders of key business functions, including Human Resources, Legal, Shared Services, Strategy and Corporate Development, and Environmental, Health and Safety.

Our Board of Directors provides oversight regarding Myers Industries' policies and practices related to ESG and actively engages in strategic discussions about ESG issues. The Corporate Governance Committee of the Board is responsible for reviewing our policies, programs and strategies relating to ESG and other public policy matters relevant to the Company.

Materiality Assessment

In 2021, we conducted a materiality assessment to set the direction for our ESG strategy for years to come. We used internationally recognized ESG frameworks, including the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI), to identify material topics most pertinent to our Company and stakeholders. The assessment included stakeholder engagement with both internal leadership and external partners to establish our material areas.

Our process for conducting the assessment included the following steps:

RESEARCH AND BENCHMARKING

Applied internal information and external frameworks to identify potentially relevant ESG topics

TOPIC AND STAKEHOLDER IDENTIFICATION

Convened leaders to discuss key stakeholders and ESG impacts

STAKEHOLDER ENGAGEMENT

Gathered stakeholder priorities based on facts and evidence, including 20+ interviews

SYNTHESIS AND ANALYSIS

Evaluated additional sources, including benchmarking, trends and ESG standards

VALIDATION

Aligned the materiality results through discussion with key leaders about prioritized material topics and opportunities

INTEGRATION

Used materiality results to create ESG pillars and drive our strategy



ESG Pillars

Based on the outcomes of our materiality assessment, we established the three ESG pillars of Products, Planet and People and identified material topics under each pillar, which are all supported by a strong foundation of Governance, Ethics and Integrity. The pillars and topics provide the framework to focus our efforts on key areas for continuous improvement that will drive long-term sustainable growth and value for all stakeholders.



Products

- Circular and Sustainable Products
- Product Innovation and Quality
- Customer Focus and Satisfaction
- Supply Chain Management



Planet

- Climate Resilience and Action
- Clean Air
- Energy Efficiency
- Waste Management



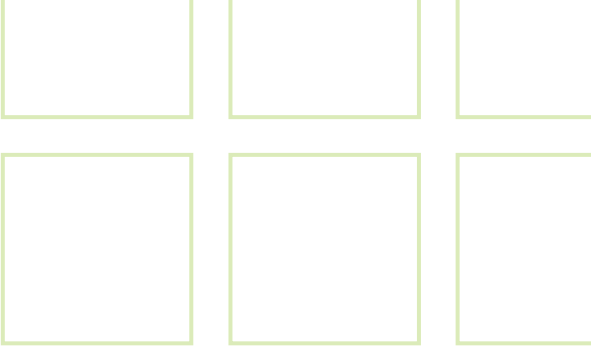
People

- Workforce Health and Safety
- Attraction and Retention
- Engagement and Development
- Diversity, Equity and Inclusion



Governance, Ethics and Integrity





Engaging With Our Stakeholders

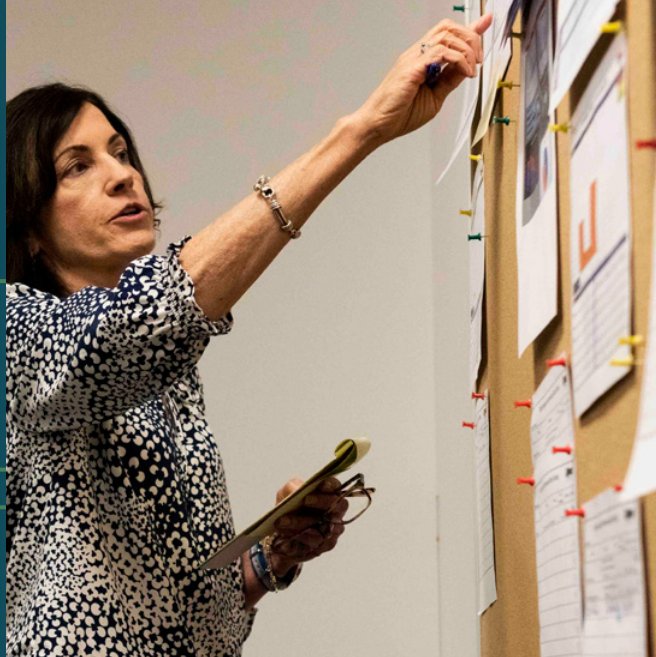
Our people are the cornerstone of our business and fuel our longevity and stability. We readily engage with stakeholders to maintain and foster long-term relationships. By interacting with our various stakeholder groups, we better understand and manage their needs and interests.

STAKEHOLDER	OUR COMMITMENT TO ENGAGEMENT
Customers	We take care to learn the needs of each customer. Our forms of engagement include direct and in-person interactions, communications through our website and email, and coordination and follow-up regarding product inquiries.
Communities	We interact throughout the communities in which we operate by leading and participating in charitable and volunteer activities and advancing programs that promote our community giving focus areas.
Employees	We prioritize employee engagement in various forms. This includes hosting companywide town hall meetings led by our CEO, team meetings and events, conducting surveys, supplying training and education opportunities, reviewing performance, and supporting employee mentorship and leadership development opportunities.
Investors	Our engagement takes a variety of forms, including one-on-one and group meetings, conference calls and other outreach to explain our strategies, financial results and expectations; understand their primary areas of interest; and evaluate how well we are responding to their needs.
Suppliers and Value Chain Partners	We interact with our suppliers and value chain partners through in-person and on-site meetings and audits. This includes supplier screening processes, check-ins and responses to direct inquiries. We also engage with supplier partners through online communications.



Governance, Ethics and Integrity

Operating responsibly is a fundamental expectation of our business and our people. We believe sound corporate governance, ethics and integrity are at the heart of running a successful organization. Collectively, we embrace these values to improve performance and promote trust with our key stakeholders. Our approach to ESG aligns with these principles to ensure broad engagement and appropriate oversight.





Corporate Governance

We regularly evaluate our corporate governance practices against emerging trends and best practices to ensure we are aligned with our shareholders' interests.

Board of Directors

Our Board of Directors is comprised of nine members, all of whom except our President and CEO are independent. The Board is responsible for overseeing the management of the Company in accordance with all laws and regulations. Our Directors adhere to the highest standards of ethics and integrity and exhibit a commitment to strong corporate governance in support of the long-term interests of our Company and stakeholders.

Our Board possesses a diverse mix of qualifications, skills and experiences that enable it to successfully oversee the Company's strategic priorities and provide effective oversight of management. We recognize the need for, and importance of, periodic Board refreshment, and believe our current Directors reflect the Board's efforts and commitment to achieving diversity with respect to age, gender, race and ethnicity.

The Board of Directors annually reviews the Company's strategic plan, which addresses, among other things, the Company's risks and opportunities. Areas of oversight are delegated to the relevant committees of the Board, and the committees regularly report on their deliberations.

CORPORATE GOVERNANCE PRACTICES AND POLICIES

Annual Director Elections	Yes
Independent Board Chair	Yes
Nonemployee Director Independence	100%
Committee Independence	100%
Number of Financial Experts	4
Board Gender Diversity	36%
Board and Committees Annual Self-Evaluations	Yes
Director Over-Boarding Policy	Yes
Stock Ownership Guidelines	Yes
Anti-Hedging and Anti-Pledging Policy	Yes
Code of Business Conduct and Ethics	Yes
Board Member Recruiting Guidelines	Yes
Routine Executive Sessions of the Board	Yes
Anonymous Reporting	Yes
Clawback Policy	Yes
Proxy Access for Shareholder Nomination	Yes
Board-Level Oversight of ESG Policies and Practices	Yes

In 2022, the Board renamed the Corporate Governance and Nominating Committee to be the Corporate Governance Committee. The renamed committee is specifically charged with providing Board-level oversight and annual review of our ESG strategy, programs and initiatives in partnership with our cross-functional, leadership-level ESG Steering Committee.

Management conducts risk assessments of the Company overall and each of our business segments and updates the Board on the Company's processes relating to enterprise risk

management. Management's assessment includes a review of strategic, financial, operational, compliance, cybersecurity, reputational and technology objectives and risks for the Company.

For more information: Additional information about our Board of Directors and committees is provided in our 2022 Proxy Statement, Corporate Governance documents, Committee Charters and other materials available within the [Investor Relations section of our website](#).

BOARD OF DIRECTORS



// **MIKE McGAUGH**
President and Chief Executive Officer



// **YVETTE DAPREMONT BRIGHT**
Audit Committee;
Corporate Governance Committee



// **SARAH R. COFFIN**
Chairman, Corporate Governance Committee



// **RONALD M. DE FEO**
Chairman, Compensation and Management Development Committee



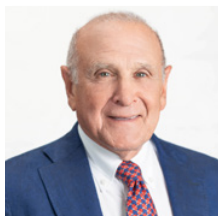
// **WILLIAM A. FOLEY**
Audit Committee;
Corporate Governance Committee



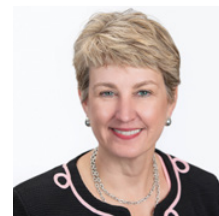
// **JEFFREY KRAMER**
Compensation and Management Development Committee



// **F. JACK LIEBAU, JR.**
Chairman of the Board;
Audit Committee;
Compensation and Management Development Committee; Corporate Governance Committee



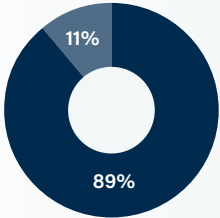
// **BRUCE M. LISMAN**
Compensation and Management Development Committee; Corporate Governance Committee



// **LORI LUTEY**
Chairman, Audit Committee

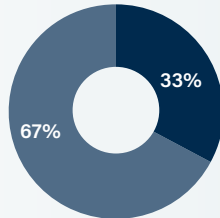
BOARD DEMOGRAPHICS AND QUALIFICATIONS

DIRECTOR INDEPENDENCE



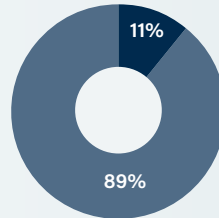
■ Independent
■ Non-Independent

GENDER DIVERSITY



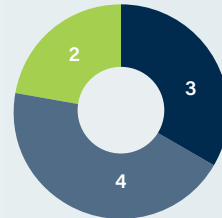
■ Female
■ Male

RACIAL DIVERSITY



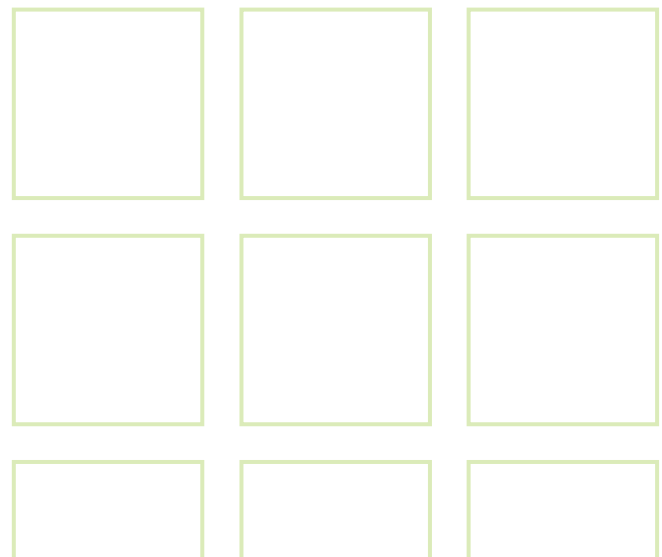
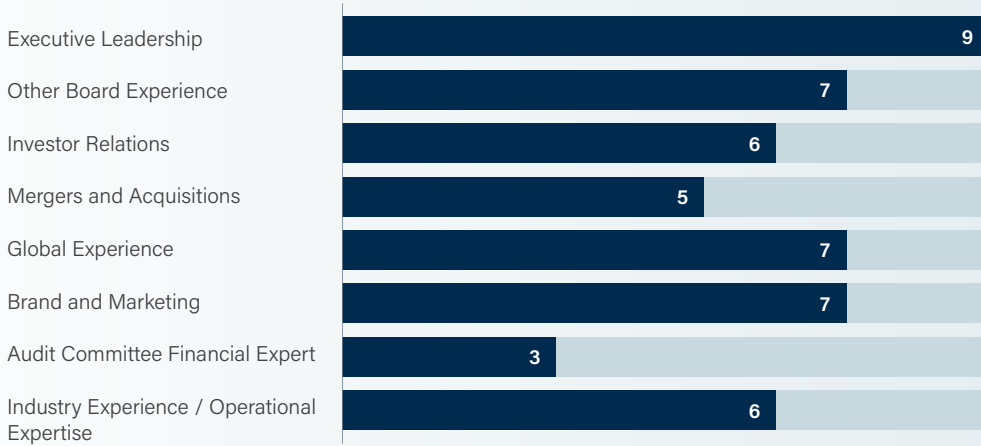
■ Diverse
■ Non-Diverse

BOARD TENURE



■ 0-2 Years
■ 3-9 Years
■ 10+ Years

QUALIFICATIONS



Ethics and Compliance

We operate with an unwavering commitment to the highest standards of ethics and integrity at all levels of our Company. We believe regulatory compliance and responsible business conduct across the organization are fundamental to our success.

Our [Code of Business Conduct and Ethics](#) guides principled decision-making across the Company and provides guidance to ensure we adhere to the highest standards of behavior.

Topics addressed in the Code include:

- Honest and ethical conduct
- Avoidance of conflicts of interest
- Regulatory and legal compliance
- Full, fair, accurate, timely and understandable disclosure
- Protection and proper use of Company assets
- Confidentiality
- Fair dealing
- Reporting, investigation and enforcement for alleged violations
- Prohibition of retaliation

Our Code applies to all officers, directors, employees, subsidiaries and divisions. All employees receive the Code upon beginning their careers with us and must provide written acknowledgment that they understand their responsibilities to uphold the commitments outlined in the Code. Additionally, we are expanding our Code-related training to require all employees to complete the training annually.



Fostering a Responsible Supply Chain

Our commitments to integrity, safety and well-being extend beyond our workforce. Our [Supplier Code of Conduct](#), published in 2021, requires our business partners and suppliers to operate in a manner that is consistent with our values and aligned with high ethical standards. The Supplier Code outlines our expectations of suppliers in the areas of:

- No use of child labor
- No use of forced labor
- Zero tolerance for discrimination, abuse or harassment
- Commitment to worker health and safety
- Environmental protection
- Compliance with laws
- Response to alleged violations
- Reporting

For more information about our responsible supply chain practices, please see the [Products section](#).

Human Rights

We respect and promote human rights as a fundamental value. Our [Human Rights Policy](#), published in 2021, reinforces our commitment to human rights in our own operations and throughout our supply chain. The policy outlines our commitment to providing fair wages and working hours, as well as a safe work environment for all employees that is free from child and forced labor and discrimination of any kind.

Compliance

We are committed to complying with all applicable legal and regulatory requirements. Additionally, we actively monitor the evolving regulatory landscape to assess emerging requirements and best practices for implementation.

Company policy clearly states that employees must report any potential ethics or compliance violations and any harassment, threats or safety concerns directly to their manager or a Human Resources team member. Additionally, employees can anonymously use our toll-free ethics hotline or web portal, administered by an independent third-party. All reports are investigated promptly and appropriately, and we strictly prohibit retaliation in any form against employees who submit a concern.



Cybersecurity

Protecting the data and information assets generated by us and entrusted to us is essential to the long-term success of our business and to maintaining trust with our stakeholders. To prevent and mitigate the risk of cybersecurity attacks, we conduct annual internal testing and maintain security measures, including 24/7 intrusion detection monitoring and multifactor authentication on the Company's devices and Human Resources applications. We provide regular training to employees through our internal learning management system to raise cybersecurity awareness and promote best practices. In addition, we have partnered with a global leader in security awareness training and launched weekly cybersecurity email tips for all employees. In 2021, we also engaged a cybersecurity incident response firm to further bolster our cybersecurity readiness.

In conjunction with the annual enterprise risk management updates the Board receives from management, the Board reviews cybersecurity risks and objectives, including our programs to monitor, identify and mitigate those risks. The Company's Director of Information Technology (IT) reports to the Board on cybersecurity and IT matters annually as well as on an as-needed basis quarterly.



PILLAR

Products

Armed with a deep understanding of plastics, rubber and metal manufacturing and automotive aftermarket distribution, we use our technologies to produce products that are reusable, recyclable and contribute to the circular economy. A sharp customer focus and vision for sustainable growth guide our innovation efforts, and we are incredibly proud of our products made from recycled resins and materials. We believe every product that finds new life – instead of ending up in a landfill – is a shared victory for our company, employees, customers, communities and planet.





Circular and Sustainable Products

As part of our 3-Horizon strategy, we are advancing our centralized approach to innovation, production and quality with leadership from our business Vice Presidents. This centralized approach drives our strategic objective of running a customer-centric organization that produces innovative engineered plastic solutions.

We are a leading innovator and manufacturer of reusable containers and packaging, with strengths in prominent plastic molding technologies, including:

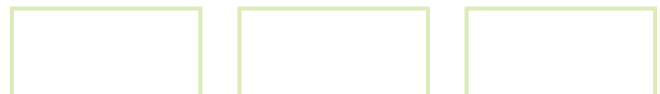
- Rotational Molding
- Blow Molding
- Injection Molding
- Thermoforming

We are proud to be active participants in the circular economy dedicated to producing high-quality, reusable and recyclable products. Throughout our manufacturing processes, we utilize raw materials that are better for our environment, including recovered scrap and recycled resins. Our solutions provide customers with enhanced reusability to eliminate waste, decrease storage requirements, lower handling and transportation costs, and improve productivity. Many of our reusable products last for decades, helping to reduce our customers' materials consumption and associated environmental impact.

Many of our reusable products last for decades, helping to reduce our customers' materials consumption and associated environmental impact.

Circularity in Action

The plastic containers we manufacture are reusable, and at the end of their service life, can be recovered and repurposed or recycled and reprocessed into new products, including our own. Our plastic containers replace single-use and expendable packaging made from such materials as wood and cardboard, which provides economic benefits, reduces waste and improves sustainability.



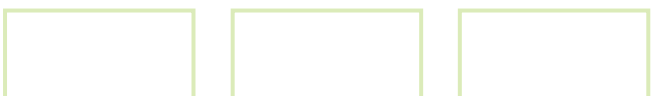
CIRCULARITY IN ACTION

Our durable plastic products are used for years, replacing single-use alternatives. When end-of-life products are returned by our customers, they are sent to a third-party processor to be converted into the raw materials necessary to create new products.



CIRCULARITY IN ACTION

Circularity is ingrained in our efforts to create long-lasting plastic products. In our own production processes, we collect and reuse scrap materials to create new products. This internal process drives efficiency and reduces waste.



Our innovative and market-leading Buckhorn reusable CenterFlow Container offers farmers and growers a highly efficient, versatile container to transport and dispense seed and other granular/pelletized material. Unlike other seed storage solutions, our containers last for decades and can be returned to the seed supply company to be cleaned and refilled.

We manufacture numerous products that require no packaging to ship, and we continue to focus on ways to decrease packaging from our other products. As part of our One Myers culture and mindset, we are implementing a uniform, companywide methodology for calculating the amount of recycled and regrind raw materials used in our manufacturing processes, which will provide a consistent baseline for measuring our products' environmental benefits.

We provide our customers with superior and sustainable solutions compared with traditional single-use cardboard; flimsy, breakable plastic bags; ungainly pallets; and unsupportive lightweight containers. Our reusable products help customers lower their carbon footprint and costs over time by reducing waste; eliminating unneeded units; and increasing storage, logistics and materials efficiencies.

BUCKHORN'S BUILT-IN PALLET REDUCES WASTE

We produce our Buckhorn-brand Caliber® Intermediate Bulk Containers (IBCs) with U.S. Food and Drug Administration (FDA)-compliant materials and completely smooth surfaces to satisfy the strict hygienic standards required for proper food handling. Our IBCs withstand the toughest demands, including filling under pressure, long-term outdoor storage, rail transport and hot-fill applications. Designed to eliminate the need for cardboard boxes, wood pallets and other shipping materials, Buckhorn's all-in-one solution features a built-in pallet to further reduce waste and material usage.

In 2021, 27% of resin used in Buckhorn's products came from recycled materials.

ELIMINATING WASTE THROUGHOUT THE PRODUCT LIFE CYCLE

SOURCING AND RESOURCE EXTRACTION

We use regrind and recycled polyethylene whenever possible

13% of our total resin usage in 2021 for our Material Handling Segment was recycled material

DESIGN AND INNOVATION

We create packaging and containers that are reusable and recyclable

100% of the plastic packaging and containers we produce are recyclable

MANUFACTURING

We optimize our manufacturing processes to reduce waste

99% of our plastic scrap from our manufacturing processes can be reused to create new products

USE AND END-OF-LIFE

We encourage our customers and end users to use our products to their full potential and recycle them at the end of their useful life

Our products are extremely durable – on average, our containers last **10+** years

Product Innovation and Quality

Our approach to product innovation centers on strategic alignment with our customers' needs in balance with our broader organizational and sustainability objectives. As part of our objective to transform our Material Handling Segment into a high-growth, customer-centric innovator of engineered plastic solutions, we launched a formalized Innovation Road Map in 2021. To ensure successful implementation of the Innovation Road Map, we organized and aligned roles to create a true cross-functional innovation team and are training our employees to identify opportunities for innovation through research and customer interaction.

Our Innovation Road Map is based on internationally recognized best practices including:

- Stage-Gate®
- New Product Blueprinting
- Launch Star®
- Product INNOV and Tech Strategy

We engineer and rigorously test our products to ensure excellence and reliability across our portfolio. Our Trilogy Plastics brand embodies our commitment to product quality. For example, we utilize technology that monitors temperatures and uses sensors inside the mold to optimize operation. Trilogy Plastics has also added production monitoring at each machine to capture vital information on a real-time basis. These systems allow Trilogy to create tight-tolerance, high-quality engineered products while reducing scrap and inefficiencies to ensure we deliver maximum value for our customers. With operations certified to the ISO 9001:2015 quality standard, Trilogy prides itself on its efficient, state-of-the-art manufacturing and dedication to leading technology and continuous improvement.

A LEGACY OF DELIVERING INNOVATIVE PRODUCTS

Throughout our history, Myers Industries has pioneered innovative solutions, including:

- The 1st AkroBins
- The 1st plastic seed handling container
- The 1st military-style fuel cans in Canada
- The 1st bakery tray

Additionally, our Elkhart Plastics products undergo similarly robust quality control measures, including:

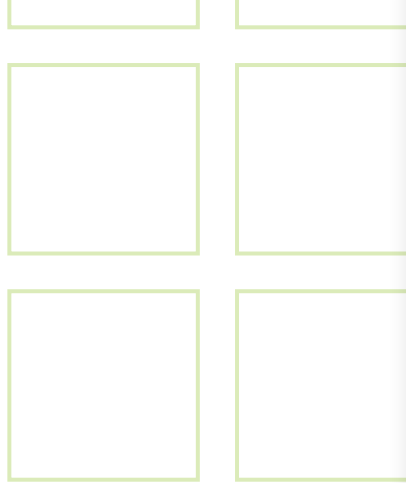
- Multilevel production part approval process
- FARO arm coordinate measuring
- Machine cycle validation and documentation
- Geometric dimensioning and tolerancing
- Failure mode and effects analysis

INNOVATION INCREASES PRODUCTIVITY: The Akro-Mils Kanban System

Organizations constantly look for better ways to manage inventory control, but many systems can be complex or expensive. Akro-Mils offers products ideal for implementing and maintaining a simple, but effective, Kanban system.

Kanban is a system developed in Japan for scheduling the movement of inventory using visual indicators. Our Akro-Mils brand offers Kanban solutions that indicate when a container is empty and needs to be refilled, which is a critical element of any inventory management system.

For example, Akro-Mils' [Indicator Bin](#) is a simple, effective unit that can be used in a [single-bin Kanban system](#), which relies on bins that have primary stock and reserve stock segments. Once the primary stock is empty, the bin reveals a bright indicator color alerting users that the bin needs to be refilled soon, with the reserve stock allowing work to continue in the meantime.



Customer Focus and Satisfaction

We are engaged, responsive and essential to our customers' success. With proven solutions built on reliability and quality, we deliver the right products at the right price for our customers. Our diverse products and solutions help customers improve shop productivity with point-of-use inventory, store and transport products more safely and efficiently, lower overall material handling costs, improve ergonomics for their labor force, eliminate waste and ultimately increase return on investment.

Our Vice President of Sales, Marketing and Commercial Excellence leads our companywide efforts to serve our customers. We are focused on continuing to drive enhancements in our customer-centric approach and empowering our leaders to further refine our commercial organization and use of best practices.

CUSTOMER SOLUTION: **Reuse and Resupply**

Helping customers with the logistics of container usage is critical to our Buckhorn brand value proposition. For example, one long-term customer, a major U.S.-based automotive manufacturer, sends its containers back to us once they reach their end-of-life stage. The old container material is reground, and we provide our customer with a merchandise credit toward new, updated containers.

CUSTOMER SOLUTION: **Sustainable Products Build Goodwill**

Goodwill Industries' business model embraces innovative and sustainable solutions. The organization's sustainability goals include using recycled materials in its storage bins. The Buckhorn team provided Goodwill with a Green Standard™ bulk container to address their need for a sustainable storage solution. Our Green Standard product is made from responsibly sourced recycled material, making it an ideal choice for companies looking to maximize storage efficiency while minimizing their ecological footprint.



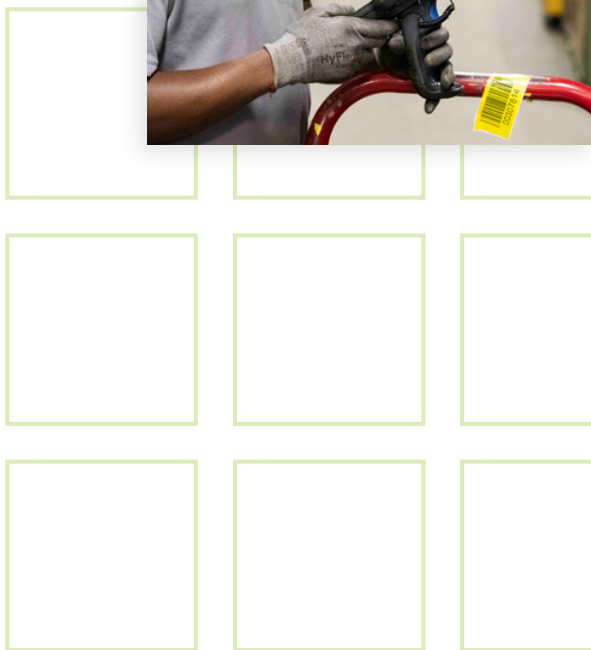
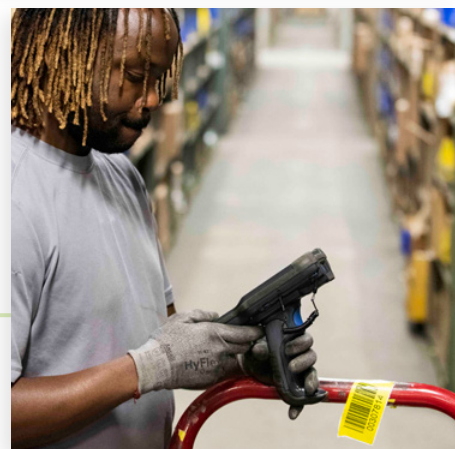
Supply Chain Management

As part of our focus on promoting accountability across our value chain, we are committed to working with current and future suppliers that operate in a sustainable and responsible way.

In 2021, we published our [Supplier Code of Conduct](#) to ensure all partners and suppliers operate in accordance with our high standards of integrity, quality and responsibility.

Myers Industries is committed to ensuring our suppliers do not use child or forced labor and do not tolerate discrimination, abuse or harassment of any kind. Additionally, we work to ensure our suppliers comply with stringent health and safety measures and environmental protection standards.

Suppliers must comply with all applicable national and local laws and regulations, including those guided by international treaties concerning human rights and employment. We expect suppliers to conduct operations consistent with the United Nations International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.



Myers Industries is committed to ensuring our suppliers do not use child or forced labor and do not tolerate discrimination, abuse or harassment of any kind.



PILLAR

Planet

We believe that together we can safeguard our planet and its resources and respond to environmental challenges such as climate change. We are committed to using our leadership position in the reusable packaging and containers space to advance the circular economy while continuing to fulfill our environmental responsibilities within our operations, partnerships and supply chain.





Environmental Management

As part of our 3-Horizon strategy, we are implementing continuous improvement processes to further our centralized programs and empower our business units' environmental management efforts. Our Vice President of Shared Services oversees these efforts with direct involvement from our Director of Environmental Health and Safety (EHS) and the Vice Presidents of our respective business segments. In addition, our ESG Steering Committee, which includes the leaders of key corporate functions, is responsible for establishing metrics, goals and reporting standards across the Company.

We outline our approach to environmental management in our global [Environmental Health and Safety Policy and Principles](#) and [Supplier Code of Conduct](#). These policies describe how we drive compliance in our operations and supply chain with environmental laws and international treaties relating to waste disposal, emissions and discharge, and use of hazardous material.

We leverage best practices and certifications across our organization to maintain an environmental management system focused on product quality and environmental responsibility. Three locations within our rotational molding platform have ISO 14001 Environmental Management Systems certifications, with a fourth expected by year-end 2022.

EMBEDDING ENVIRONMENTALLY RESPONSIBLE PRACTICES INTO OUR EXPANSION AND GROWTH

We embed environmentally responsible practices into our expansion and growth projects. When we acquire a company, we conduct an environmental audit, a compliance audit and a Phase I Environmental Site Assessment to identify any current or historical issues with the business's facilities and land. This process is essential in identifying areas for adjustment or improvement.

When we engage in building and construction projects at new or existing facilities, we take similar actions and enlist the assistance of third-party experts. We also ensure that environmental responsibility is a focus when we decommission sites or sell properties. Our Buckhorn subsidiary is a party to agreements related to one U.S. Environmental Protection Agency (EPA) Superfund site – New Idria Mercury Mine. Buckhorn closely manages these matters with the EPA and other relevant agencies. Additional information is available in our [2021 Annual Report](#).

WORKING WITH INDIANA PARTNERS FOR POLLUTION PREVENTION

We partner with organizations to support environmental causes that are important in our communities. In 2020, our Indiana facilities in Elkhart, Middlebury and South Bend joined the Indiana Partners for Pollution Prevention, led by the Indiana Department of Environmental Management. Through this partnership, we network with other industries, businesses, nonprofit organizations and governmental entities to collaborate on pollution prevention efforts and stay up to date on significant trends, solutions and regulatory developments.



Waste Management and Recycling

In support of our efforts to advance the circular economy, we work to reduce, reuse and recycle materials and divert waste whenever feasible. Our businesses are responsible for understanding the waste produced by their processes and providing solutions for the management of that waste. Our facilities have recycling programs to responsibly manage the materials we generate at our facilities.

In addition, we maintain a companywide program that tracks the amount of regrind and recycled raw materials used in our manufacturing processes. This baseline measurement allows us to uncover areas for improvement in the reuse of our own plastic waste. Our use of regrind optimizes our processes and use of materials, and also supports our customers in their efforts to mitigate waste. Read more about how our products reduce waste in our [Products section](#).

While we do not use a significant amount of hazardous materials in our production process, we do utilize hydraulic fluids. Although this is not classified as a hazardous waste material, the disposal of these fluids is regulated. In this case, we work with a third party that manages the material appropriately on-site and then disposes of it according to EPA regulations.

In 2021, we made significant progress implementing an online safety data sheet system for tracking chemicals across the organization. By year-end, we were approximately 80% complete in having our chemical safety data sheets available online and anticipate completing this effort in 2022.

USING RECYCLED MATERIALS TO 'CLOSE THE LOOP'

Working to increase the usage of recycled materials in our products is a key component of our environmental stewardship. Where we can, we focus on regrinding plastics from our own product cycle. We monitor the use of regrind plastic across all our brands and operations. Buckhorn is the largest user of resin in our family of brands, and in 2021, 27% of resin used in Buckhorn's products was from recycled materials. As we work to increase use of recycled materials, we are also collaborating with our customers who have recycling and waste reduction targets to bring their end-of-service-life materials into our production cycle, thereby helping our customers fit their operations into the circular economy.

In 2020, we joined the Alliance to End Plastic Waste, a global nonprofit organization committed to investing in solutions that eliminate plastic waste in the environment. The efforts we continue to make to increase our ability to regrind and utilize additional recycled plastic in our products will further reduce plastic waste and pollution. In 2022, we plan to implement activities that expand our efforts to eliminate plastic waste and create meaningful changes that support the needs of our customers while protecting the planet.



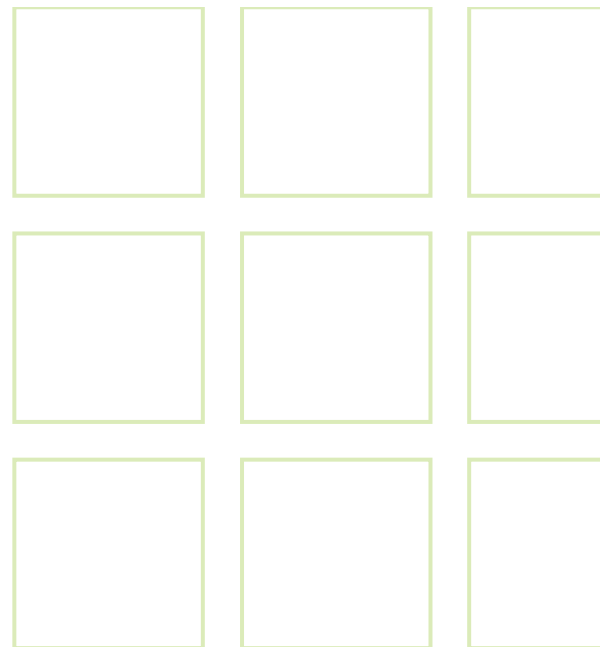
Energy, Emissions and Climate Change

We are committed to managing our energy and emissions and leveraging our innovative products to address climate change.

Throughout 2021, we made significant headway toward calculating our greenhouse gas (GHG) baseline by aggregating our energy and utility data and measuring our total energy consumption for the year. We identified energy use as a substantial contributor to our GHG emissions, which is why fully understanding this metric is vital for calculating our carbon footprint. In 2022, we intend to expand upon our efforts by identifying and accounting for other material Scope 1 and Scope 2 emissions.

In addition to managing our carbon footprint, we also respond to climate change by considering the risks and opportunities potentially impacting our business. As a leader in the reusable packaging and containers space, there is a significant opportunity for us to support issues where the circular economy and climate change intersect. We believe the transition to a circular economy can play a substantial role in reducing the use of fossil fuels. Research from the Ellen MacArthur Foundation indicates that approximately 45% of global GHG emissions are associated with products and growing food, and that the circular economy can play a vital role in reducing product emissions. Therefore, by creating solutions that are reusable, recyclable and contain regrind, we help products remain in circulation longer, retaining the energy embodied in those products.

We believe the transition to a circular economy is a fundamental step in addressing climate change. By creating durable, reusable and recyclable products, we support the shift away from a “take-make-waste” system and keep products and materials in circulation longer.



CONNECTING CLIMATE CHANGE TO BUSINESS FUNCTIONS AND PROCEDURES

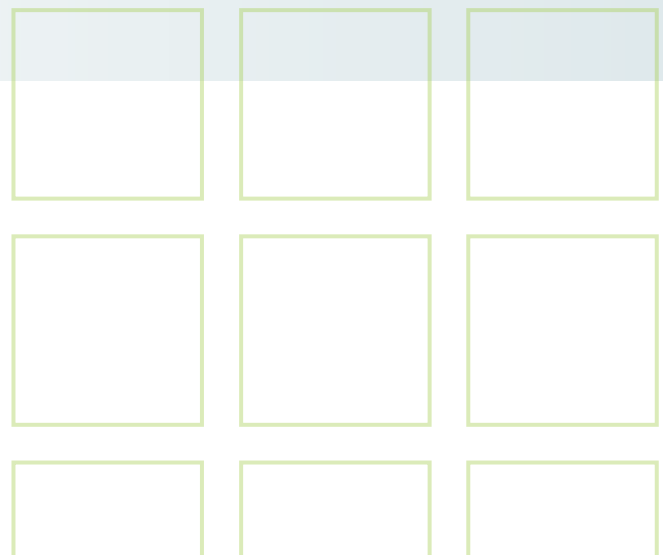
Operations	We optimize our processes and are committed to reducing our energy and emissions when possible.
Innovation	We create products that help drive the circular economy.
Governance	We have incorporated climate change and other ESG topics into our Board's oversight role.
Regulations and Compliance	We manage and maintain compliance with legal and regulatory requirements that we are subject to, or may become subject to, in relation to climate change.

As energy management is a key means through which we can address climate change and drive operational efficiency, we actively work to embed practices and technology that enhance conservation and efficiency throughout our business.

We employ an asset-light business model that requires fewer pieces of energy-dependent equipment in our facilities. When we upgrade our facilities and equipment, energy efficiency is one of the key factors that we consider when evaluating our options. In 2021, we phased out four of our injection molding machines with more efficient models at our plant in Wadsworth, Ohio.

ENERGY MANAGEMENT PROFILE

Our Approach	We track our usage to identify areas for improvement and conservation.
Energy Usage	We leverage R&D, product development and facility management.
Energy-Conserving Practices	We use energy-efficient technologies; phase out less efficient equipment and upgrade to more efficient alternatives; certify manufacturing sites with ISO 14001:2015 practices in Environmental Management; and use Lean Six Sigma manufacturing processes.





PILLAR

People

We are proud of our continuously advancing, high-performance culture that prioritizes the safety of our people and communities. We are committed to attracting, retaining, engaging and developing our employees to empower their growth and further the success of our organization. With dedicated programs and investments to enhance our talent pipeline, onboarding, training and development, we are continuing to foster the human capital that will further drive our Company's growth.





Workforce Health and Safety

The health, safety and well-being of our employees and communities are shared responsibilities embedded throughout our organization. We are committed to providing a safe and healthy work environment for all employees through the development and enforcement of policies, procedures and programs. We continually improve and assess our core safety programs with the goal of achieving zero recordable workplace injuries.

As part of our implementation of the One Myers culture and mindset, we have focused on centralizing practices, including health and safety, within a unified, companywide management system in accordance with best practices and standards. As a part of this centralization effort, we have heightened the involvement of functional leaders in the health and safety program. Our Director of Environmental Health and Safety and Vice President of Shared Services lead our efforts in close, frequent collaboration with health and safety coordinators at the facility and segment levels. We provide monthly updates on our safety performance and goals to our executive leadership team as well as regular updates to our Board.

Our EHS Journey Map puts us on track to achieve annual and near-term goals, which all build toward our greater vision of achieving and maintaining a zero-injury workplace.

Our global [Environmental Health and Safety Policy and Principles](#), as well as business-level policies, codify our belief that safety excellence is core to our business strategy. In 2021, we focused on identifying and addressing hazards and tracking key performance indicators (KPIs) that reveal organizational insights and drive progress. We have specific initiatives to target key safety issues such as cutting tool safety and laceration prevention, control of hazardous energy (lockout/tagout), and machine guarding. We have also implemented ergonomics improvements across our organization and made an overall commitment to automated external defibrillator (AED) availability and training. Furthermore, our incident investigation and root cause analysis efforts have been enhanced so that we can clearly define our risks and address them before injuries occur.



Advancing Our Safety Culture

In support of our continuous improvement efforts, we developed a comprehensive EHS Journey Map with the support of third-party experts in 2021. This road map outlines annual focus areas that build toward our goal of achieving and maintaining a zero-injury workplace. In 2021, we published 16 new or updated companywide policies in areas such as cutting tool safety and laceration prevention, ergonomics, heat stress avoidance, incident investigations and alerts. To promote stronger oversight of our chemical safety program, we implemented an online safety data system for tracking chemicals used across our facilities.

In 2022, we are further improving our EHS organization through increased safety training, focused safety audits and enhanced communications regarding policies and procedures.

Safety Performance

We track our safety performance on a site-specific basis, as well as across the organization, and benchmark this data against relevant industry averages to measure our performance and drive improvements.

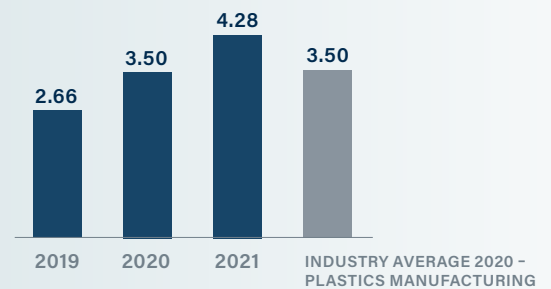
Despite continued challenges dealing with the COVID-19 pandemic, we made considerable progress in advancing our health and safety initiatives in 2021. In 2022, we continue to make organizational improvements in our safety performance. The increased due diligence and communication of our team members are critical factors in our progress to date and give us the inspiration to continue our journey to creating a zero-injury workplace.

In 2021, multiple locations operated without a recordable injury, including our Scarborough, Ontario, facility; our distribution centers, including the Myers Tire Supply International locations and our Tuffy location; and our White Pigeon, Michigan, location. In addition, our Distribution Segment and our Scepter business within the Material Handling Segment achieved exemplary safety performance, with recordable incident rates under 1.0 per 100 full-time workers.

SAFETY PERFORMANCE

Safety performance in 2021 for our Material Handling Segment was impacted by acquisition activity and the addition of new facilities to our portfolio. We are further integrating these facilities into our companywide safety programs and are committed to continuously improving our performance.

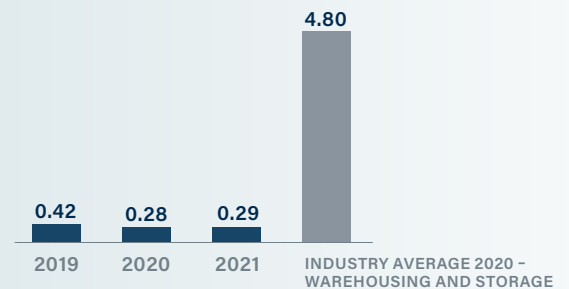
MATERIAL HANDLING SEGMENT TOTAL RECORDABLE INCIDENT RATE¹



¹Does not include Patch Rubber Company or Jamco Products data. Graph depicts Myers Material Handling Segment performance in comparison to industry average sourced from 2020 U.S. Department of Labor NAICS statistics.

Our Distribution Segment continued to demonstrate strong safety performance against the industry average, and we will continue our efforts to drive improvements in the years to come.

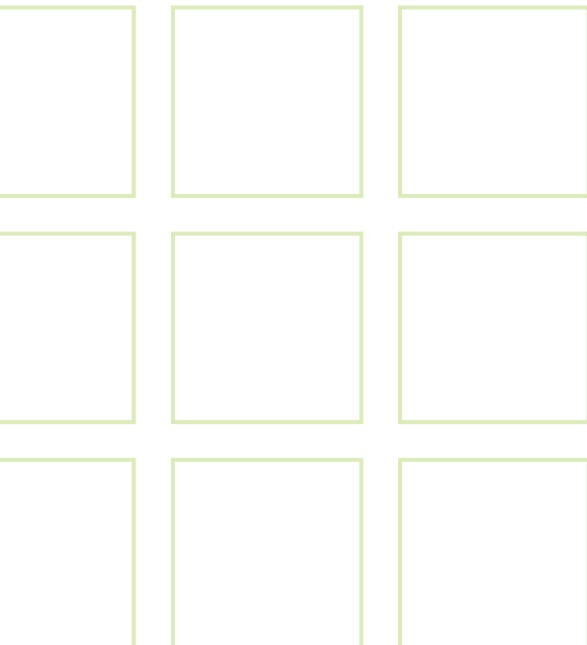
DISTRIBUTION SEGMENT TOTAL RECORDABLE INCIDENT RATE²



²Does not include Patch Rubber Company data. Graph depicts Myers Distribution Segment performance in comparison to industry average sourced from 2020 U.S. Department of Labor NAICS statistics.

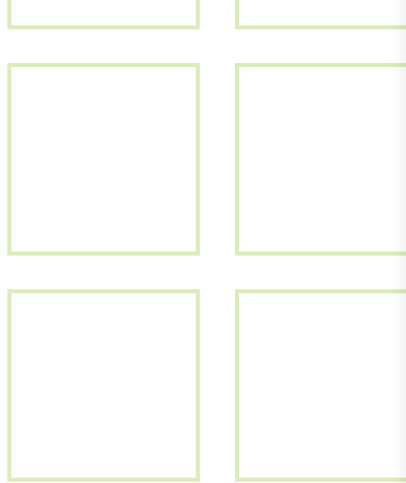
COVID-19 Safety Protocols

Since the onset of the COVID-19 pandemic in 2020, we have made concerted efforts to align our protocols with best practices and provide a safe working environment for our employees. We maintain a companywide COVID-19 team that meets routinely and includes representatives from our Human Resources, EHS, Legal and Shared Services functions as well as our respective business units. Our comprehensive COVID-19 plan has included on-site vaccination and booster clinics in conjunction with local hospitals and health departments. We offered paid COVID-19 testing for employees and paid time off during periods of quarantine, isolation and illness. These efforts contributed to our ability to maintain our operations while staying true to our safety-first culture.



COVID-19 SAFETY MEASURES

- Commissioned third-party facility audits
- Implemented physical distancing protocols within our plants and offices
- Enhanced hygiene, cleaning and sanitizing measures
- Distributed personal protective equipment and COVID-19 care packages to our team members: more than 9,800 test kits, 20,000 cloth face masks and 2,100 thermometers
- Established work-from-home protocols, as appropriate
- Implemented visitor and travel restrictions and cancellation of in-person meetings
- Standardized investigation, disinfection and return-to-work protocols following positive COVID-19 cases
- Communicated frequently with employees, including CEO town halls



Talent Attraction and Retention

At Myers Industries, our people are the engine behind our success. We are committed to attracting, developing and retaining highly qualified individuals to build a more unified workforce and deliver sustainable and innovative solutions to our customers.

We are aggressively carrying out our growth strategy, which prioritizes hiring the right talent to help us unlock our potential and transform how we operate as an organization. Our recruitment strategy focuses on attracting quality candidates, strengthening our pipeline of talent and meeting the human capital needs of our organization. As part of this strategy, we have expanded our talent recruitment outreach to include targeted communications and an enhanced social media presence to widen the number of potential candidates we attract.

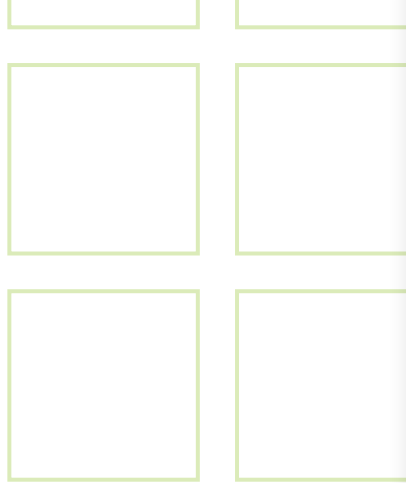
In 2021, we centralized our recruitment activities to promote enhanced consistency within the candidate experience. In addition, we piloted a more robust and detailed onboarding process for senior roles that prioritized communication and engagement to ensure these individuals have a successful start to their careers with Myers Industries.

The signature onboarding activities launched during our 2021 pilot program include:

- Ensuring we welcome new employees through an introductory email sent to the team on the employee's first day
- Fostering a sense of belonging and inclusion by conducting orientation meetings to acclimate new hires to the Company, our people and their role
- Supporting new hires during their transition by facilitating meetings with key managers and providing them with the information and tools necessary to be effective and comfortable early in their new role

Initial feedback from the pilot program has been positive, and we are expanding the enhanced onboarding strategy across the Company in 2022.

Additionally, we hired a Talent Acquisition leader in 2022 to oversee and advance our talent recruitment efforts. Our Talent Acquisition leader is evaluating our current and future talent needs so we can effectively attract and hire the best candidates for our growing organization. Under the leadership of our Vice President of Human Resources, this role also supports the implementation of strategies and programs that enhance our employee value proposition.



Benefits and Compensation

We promote the financial, personal and physical well-being of our employees by offering competitive, market-relevant compensation and benefits. We reward professional excellence through career progression pathways and other incentives. In everything we do, our philosophy is to ensure fair treatment and compensation across our workforce.

Our comprehensive benefits package includes:

- Medical and prescription plans
- Dental and vision benefits
- Life insurance
- Short-term and long-term disability
- Paid vacation and holidays
- Employee Assistance Program (EAP)
- Tuition reimbursement
- Retirement benefits, including a 401(k) with employer match
- Employee stock purchase plan

In addition to our benefits package, we provide access to a variety of innovative and flexible health and wellness programs for our employees, such as our CarePartner Program, which is available to employees in many of our locations. Through our comprehensive benefits offerings, we support employee mental and physical health as well as a balanced lifestyle both inside and outside of work.

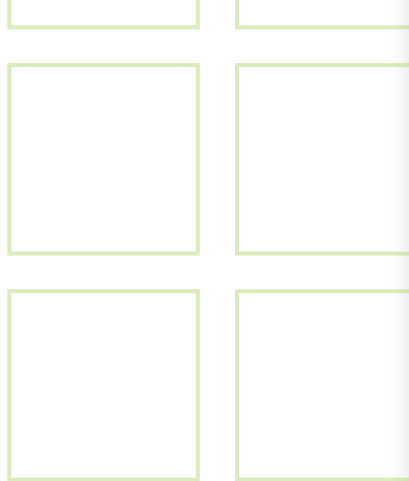
Myers Industries regularly assesses and benchmarks our benefits and compensation packages to ensure our offerings remain competitive with both national and local peers. For example, we consolidated our Short-Term Incentive Plans for our exempt workforce as part of our efforts to reward our employees annually for their contributions to our shared success.

CAREPARTNER PROGRAM

In 2021, we enhanced our wellness programming by intentionally focusing on the mental health and well-being of our employees. Through our pilot CarePartner Program, employees have access to on-site counseling services at our facilities at no cost to them. These weekly sessions, which allow employees to establish meaningful rapport and one-on-one connections with their counselors, have helped increase employee well-being, satisfaction and productivity while nurturing our people-focused culture.

MENTAL HEALTH TRAINING FOR LEADERSHIP

We recognize the critical role the mental health and well-being of our employees plays in their development and success at Myers Industries. In 2021, we trained our leadership team and select managers on how to recognize and address mental health issues in the workplace. The sessions helped leaders promote honest, empathetic conversations to build trust within teams and challenge the stigma surrounding mental health issues. We will continue to offer education on mental health for our leaders to ensure they are equipped to support their teams.



Talent Engagement and Development

We empower our employees to thrive in their careers through talent engagement and development programs. These programs not only promote the professional development of our employees, but also further our ability to meet the evolving needs of our customers and grow our business.

We provide employees with on-the job learning and career development opportunities to enable them to develop the critical skills needed to achieve their full potential. We tailor employee development plans to individuals' unique roles, career aspirations and priorities, and we leverage the breadth and diversity of our business portfolio to promote long-term career growth. Team members who take ownership of their career growth by using our performance management and development planning resources have the best opportunity to flourish at Myers Industries.

In 2021, we launched Myers University, a learning management system that features more than 60 virtual training and development courses that employees can access anytime, anywhere from an internet-enabled device. Additionally, all employees have Individual Development Plans (IDPs) to guide their learning and career development. Employees work with their supervisors to create and execute their IDPs. We also conduct annual performance reviews to address development needs and discuss career objectives.

UNITED BY ONE VISION

As One Myers, we believe that together we can make a difference. We aspire to unite people of diverse backgrounds and perspectives within our local communities through a vision of sustainable growth. We rely on the optimism and can-do spirit of our people in meeting the needs of our customers and executing our 3-Horizon strategy; engaging with our communities; and cultivating innovative solutions within our Material Handling and Distribution segments.

Leadership Development

The long-term success of Myers Industries depends on our ability to develop talent at all levels of our organization and build a sustainable pipeline of leaders. We believe our leaders can drive not only the success of our Company, but also inspire the growth and development of our people, which is why we have developed specific programs to enhance the skills of supervisors and our leadership team.

In 2021, we launched a companywide People Review to map succession plans and people development opportunities across the organization. Highlighted by immersive, two-day sessions with leadership team members, our People Review program ensures our employee development strategies will continue to meet the needs of our growing business.

To enhance our high-performance culture, we launched our Servant Leadership program in 2021 to provide our leaders with strategies to empower their team members in an authentic and caring way. Servant Leadership is the practice of looking after others, or serving them, instead of focusing only on what is best for the organization. In this program, leaders learn how to cater to the needs of our employees and how to provide their teams with developmental opportunities to advance their skills and careers.

In addition, we piloted our Leadership Essentials training program in 2021. The Leadership Essentials program provides mid-level supervisors and first-time managers with tools to empower their team members more effectively. This two-day program includes training modules and one-on-one coaching sessions aimed at flipping the traditional leadership model from one where employees serve the manager to one where managers support their team members. Through our Leadership Essentials program, our future servant leaders learn how to encourage employees to drive better safety performance, accountability and engagement within the Company.

The Leadership Essentials pilot program consisted of two groups of participants across our U.S. and Canada offices within our Scepter brand. Based on positive feedback, we are offering four Leadership Essentials sessions in 2022 that will include a blend of in-person and virtual learning experiences.

Employee Engagement

We believe a dedicated and enthusiastic workforce is key to achieving our strategic goals, and we continuously work to engage our employees.

In 2021, for the third year in a row, we conducted an employee engagement survey. With an 83% response rate, the survey provided insights into strengths and opportunities related to the employee experience, including the value of enhanced communications.

To better understand the opportunities identified in the survey, we visited facilities and field locations to meet directly with on-site employees. What we found was that some groups felt they needed more information about how they can impact Company performance, while other groups had enough information but needed it to be presented in a situation-specific manner.



Following those visits, we took action to enhance our employee communications efforts. CEO Mike McGaugh hosted regular town halls to speak to employees directly and share information on important Company and industry topics. We post recordings of these events on our intranet for employees to access at their convenience. Based on positive feedback, we plan to launch business-specific town halls following a similar format and cadence to our companywide town halls.

We also implemented a companywide framework and cadence for conducting shift and floor meetings at our facilities and provided supervisors with the training and resources to share consistent information with their teams. The framework, available in English and Spanish, includes safety and training updates and opportunities for providing real-time feedback and employee recognition.

Additionally, we continue to invest in an online recognition platform that allows employees and leaders to engage with, and recognize the achievements of, their peers in real time. This program, which is available to our entire workforce, keeps employees connected, motivated and working to their full potential. In 2021, employees shared approximately 14,000 recognitions on the platform.

Our Human Resources and Communications teams continue to make site visits and host focus groups to foster candid conversations about ways to enhance communications efforts throughout our organization. In early 2022, we partnered with our local Human Resources teams to set site-specific employee engagement goals.



Diversity, Equity and Inclusion

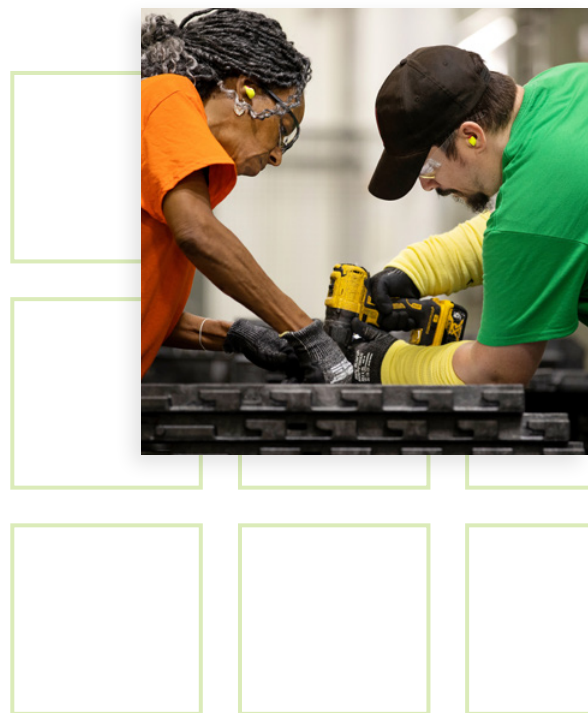
We leverage the unique talents and backgrounds of our employees to enhance our culture and drive our business forward. In line with our “One Team, One Company, One Myers” mission, we provide an open, transparent and diverse environment where our employees feel valued, included and accountable.

We believe promoting diversity, equity and inclusion (DEI) within our organization through the hiring and advancement of women and ethnically diverse candidates is not only the right thing to do, but is also essential for spurring our innovation and growth. We embed our commitment to DEI in our Company policies. Our Human Rights Policy outlines our commitment to be an equal opportunity employer, and we prohibit discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, pregnancy, genetic information, citizenship status, sexual orientation, gender identity or expression, or any other reason prohibited by law.

We believe strongly that qualifications, performance, skills and experience are the basis for recruitment, hiring, placement, development, training, compensation and advancement decisions. In addition, we take potential incidents and reports of discrimination or other ethical violations very seriously. Employees can report any concerns using our toll-free ethics hotline.

In addition to our internal initiatives, we promote DEI by developing external partnerships with suppliers and partners that reflect our values and the diversity of our local communities. We also support DEI projects and organizations throughout our communities whenever possible.

To further our DEI progress, we track and analyze our internal metrics to better understand the composition of our workforce and increase our diversity. Our work to build a more diverse and inclusive environment has led to a growing number of women assuming leadership positions within the Company – including 25% of our executive leadership team.





Community Engagement

We are committed to serving the communities in which we live and work. Through our philanthropic contributions and volunteer efforts, we help build stronger communities and create a better environment for our employees, customers and neighbors.

We established the Myers Engagement Committee to manage our employee engagement and giving efforts. The committee, which consists of volunteers from diverse functional and demographic groups across the organization, meets regularly and reports to our Vice President of Human Resources.

The committee facilitates employee engagement, involvement, commitment and satisfaction in community-related programs. Responsibilities include:

- Organizing volunteering and fundraising events
- Increasing awareness and competencies related to community engagement
- Soliciting ideas and feedback on how to increase employee engagement in local communities
- Researching and advising leaders on best practices and policies related to community engagement

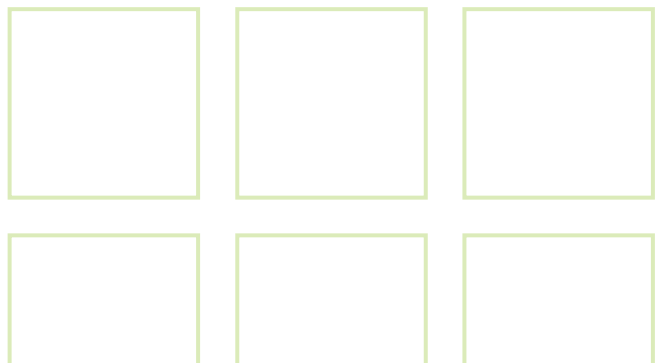
The committee measures impact through various channels, including pulse surveys and event feedback forms. Regional engagement committees function similarly, tailoring their engagement strategies to meet the needs and interests of local employees and communities.

Community Engagement Priorities

Myers Industries has a history rooted in achievement and business success. As we grow, we believe sharing that success with the communities where we do business is a core responsibility. Through the efforts of our employees, we are committed to having a positive impact on our communities and making them better places to live and work.

We focus our community engagement initiatives in the following areas:

- Education and Youth Development
- Community and Civic Development
- Health, Mental and Social Services
- Environmental Efforts



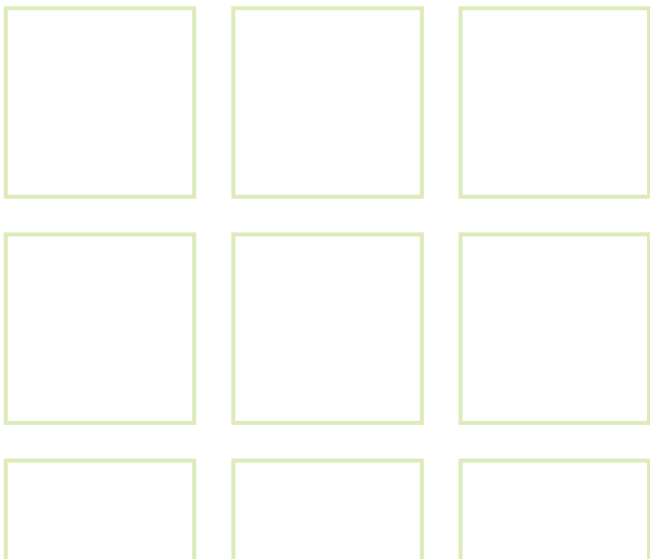
// COMMUNITY ENGAGEMENT

We select organizations within these focus areas as primary partners. While some of the organizations we partner with focus on local impact, our goal is to be scalable so that our giving programs can serve the One Myers community more broadly. Beyond our core causes, we also look to give back to our communities in times of need. In December 2021, the Myers Industries team rallied together to collect donations to support tornado relief efforts in Dawson Springs, Kentucky, which is home to the original Buckhorn plant that produced the first Buckhorn Tote box.

We evaluate our engagement efforts to ensure we are maximizing our impact in our communities. We assess potential community partners for their alignment with our values of Integrity, Optimism, Customer Focus and Can-Do Spirit.

Employee Volunteerism and Charitable Giving

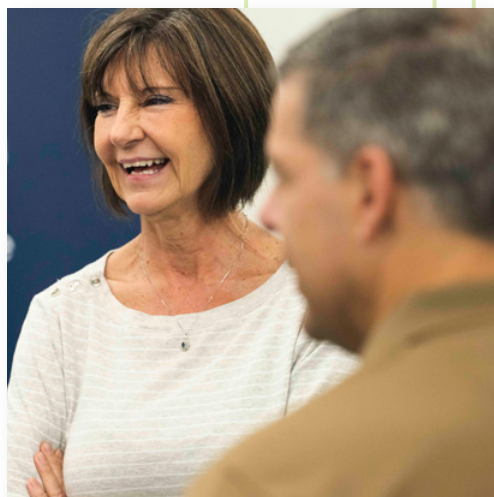
We encourage our employees to become involved in their neighborhoods and lend their support to programs that enrich the quality of life and opportunities for fellow community members. We offer programs designed to empower our employees to give back to their communities. For example, we currently provide employees at select locations with eight hours of annual paid time off to volunteer, and we intend to expand this program to reach across our organization. Employees are encouraged to serve in community programs that are of personal interest or reflect our corporate charitable initiatives.



CONCLUSION

Together We Can

Thank you for reading our inaugural ESG report. Inspired by the sustainable benefits of our products and the can-do spirit of our employees, we are determined to continue this journey as we execute on our 3-Horizon strategy. Together, we can advance our efforts, set forward-looking goals and continue building our One Myers culture. We will work diligently with our Board of Directors, ESG Steering Committee, customers and communities to create sustainable solutions and shared value for all stakeholders.



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102-4	Location of operations	2021 Annual Report , p. 24
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102-10	Significant changes to the organization and its supply chain	2021 Annual Report , pp. 22-29
102-11	Precautionary Principle or approach	Myers Industries does not use a formal precautionary approach. However, Myers remains committed to the environment, the protection and health of our employees and the communities in which they work and operate, and strong governance efforts which affect our performance and overall value, as seen in our 2022 Proxy Statement , p. 7
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102-47	List of material topics	ESG Pillars
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102-51	Date of most recent report	2021-2022
102-53	Contact point for questions regarding the report	ESG@myersind.com
102-54	Claims of reporting in accordance with the GRI Standards	About this Report
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103-3	Evaluation of the management approach	Circular and Sustainable Products; Circularity in Action
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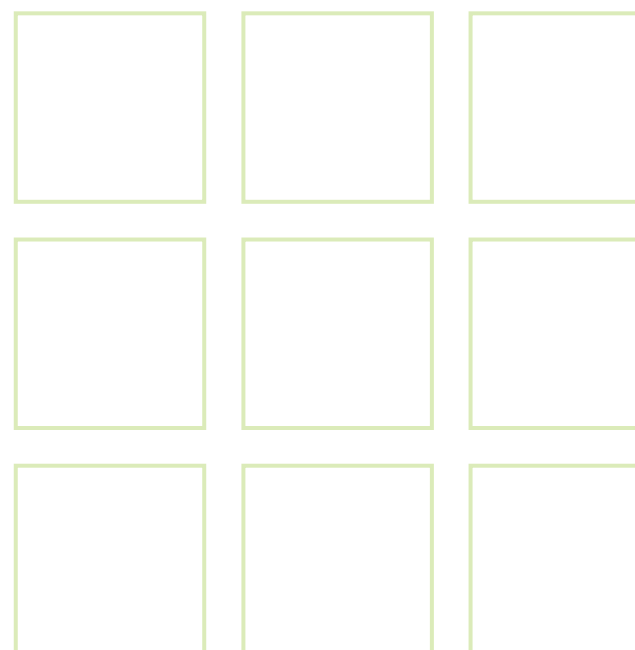
RECONCILIATION OF NON-GAAP ITEMS - ADJUSTED EBITDA

(\$M)	2019	2020	2021
Operating income as reported	\$ 37.3	\$ 53.6	\$ 49.3
Plus: severance costs	-	2.4	0.8
Plus: restructuring expenses and other adjustments	1.3	0.2	0.9
Plus: acquisition costs	0.6	1.1	1.2
Less: CEO stock award reversal	(2.0)	-	-
Less: charges related to 2015 sale of Lawn and Garden business	-	(11.9)	-
Plus: asset impairment	0.9	-	-
Plus: environmental charges	4.0	0.5	0.7
Less: gain on sale of assets	-	-	(1.0)
Operating income as adjusted	42.0	45.9	51.9
Less: interest expense, net	(4.1)	(4.7)	(4.2)
Income before taxes as adjusted	37.9	41.2	47.7
Less: income tax expense ¹	(10.2)	(10.7)	(12.4)
Income from continuing operations as adjusted	\$ 27.8	\$ 30.5	\$ 35.3
Adjusted earnings per diluted share from continuing operations ²	\$ 0.78	\$ 0.85	\$ 0.97

(\$M)	2019	2020	2021
Net sales	\$ 515.7	\$ 510.4	\$ 761.4
Operating income as adjusted	\$ 42.0	\$ 45.9	\$ 51.9
Operating income margin	8.3%	9.0%	6.8%

¹ Income taxes are calculated using the normalized effective tax rate for each year.

² Adjusted earnings per diluted share is calculated using the weighted average common shares outstanding for the respective period.



MYERS INDUSTRIES, INC.

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