

# Together As One



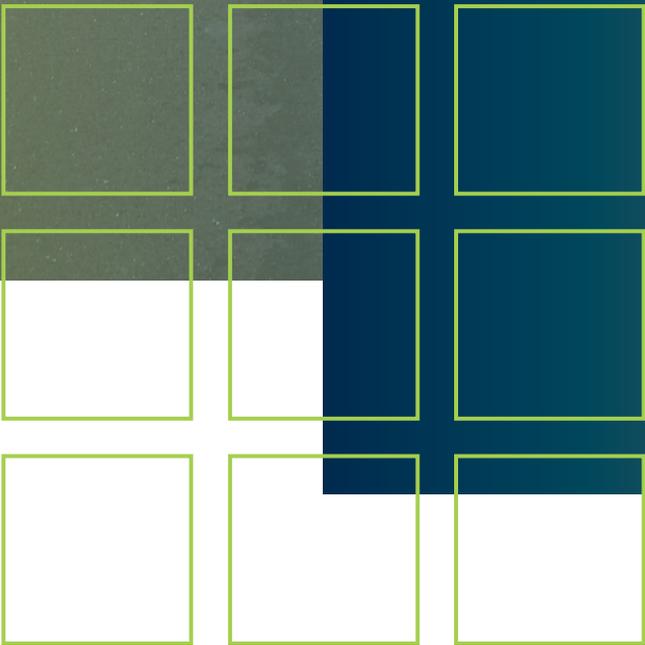
2022 ESG UPDATE



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## About This Report

Myers Industries' 2022 Environmental, Social and Governance (ESG) Update complements our **inaugural ESG Report**, highlighting our programs and progress during the year. Please contact [ESG@myersind.com](mailto:ESG@myersind.com) for comments and questions about this update.



# CEO Message

## Dear Myers Industries Stakeholders,

Thank you for your interest in our 2022 Environmental, Social and Governance (ESG) Update, which serves as a companion piece to our [first ESG Report](#) published in July 2022. This update highlights our progress on key initiatives as we advance our efforts, provide the best solutions for our customers and invest in our employees.

As a leading manufacturer of sustainable plastic and metal products for industrial, agricultural, automotive, commercial and consumer markets, we take pride in our role in the circular economy, creating durable products that help feed and move the world. Our products retain their value throughout their life cycle, with the ability for many of our plastic products to be recycled and used to create new products, including our own. With one of the most comprehensive portfolios in the reusable plastic container industry, we provide customers with superior solutions and proven performance, while reducing the need for single-use packaging to be sent to landfills.

## Together as One

Over the past year, we have delivered record financial performance each quarter, executed on our [3-Horizon strategy](#) through acquisitions and growth, and furthered our One Myers culture across the enterprise. Our theme for this report – Together as One – captures the collective values, efforts and commitments of our employees in serving each other, our customers, stakeholders and communities. Together, we listen, we innovate and we take action, driven by our core values of integrity, optimism, customer focus and can-do spirit. Throughout the year, we worked to bring these core values to life, uniting efforts across our offices, segments and locations.

## Progress in 2022

Following the publication of our 2021 ESG Report, we advanced our efforts to drive continuous improvement and growth across our organization. We made two key acquisitions, including a rotational molding facility in Georgia and Mohawk Rubber Sales in New England, growing our Material Handling and Distribution segments, respectively.



To support our growth, we continued delivering on our long-term safety strategy, adding additional resources focused on environmental health and safety, updated and standardized our policies and procedures, and implemented new training programs across our locations.

As part of our sustained investment in our employees, we launched new benefits programs - incorporating parental leave and guaranteed sick time policies - and expanded key programs to help our people grow and thrive in their careers. We foster our inclusive and empowering One Myers culture through consistent communication across our segments and locations.

Acknowledging the risks of climate change, and the role of all companies to address this key global issue, we have committed to furthering our efforts, including leveraging the CDP framework.

## Looking Ahead

At Myers Industries, our ESG journey reflects the customers we serve, the industries we empower and the people who make it possible. Together as One, we will continue to advance and accelerate our efforts.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike McGaugh". The signature is fluid and cursive, written over a white background.

**Mike McGaugh**

President and Chief Executive Officer

# Our Core Values

At Myers Industries, we believe that our success is more than the sum of our work or the products that we make and sell. It is our values that power all that we do. We know that with personal Integrity, Optimism, Can-do Spirit and Customer Focus, we create a work environment and quality products that we can be proud of.



### Operating with Integrity

Our word is our bond; we do what we say we are going to do. Align your conduct with what you know to be excellent. What you do when no one is watching.



### Exuding Optimism

We see the glass as half full. We work with the assumption that people are fair, honest and have good intentions. Assume positive intent.



### We have a Can-do Spirit

We will always find a way. We have a can-do spirit. We will deliver. For our employees, our customers, our community, our shareholders.



### Customer Focus Everyday

We will deliver the right product at the right time every time. We exist to serve our customers.

# Myers Industries At A Glance

HEADQUARTERS

Akron, OH

EMPLOYEES

2,500

2022 REVENUE

\$900 million

FOUNDED

1933

### OUR STRATEGIC VISION

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.



# Our Segments

## MATERIAL HANDLING

**Who We Are:** Manufacturer of sustainable plastic and metal products for industrial, agricultural, automotive, commercial and consumer markets.



## DISTRIBUTION

**Who We Are:** The largest distributor of tools, equipment and supplies for the tire, wheel and under-vehicle service industry in the United States.



# Our Approach to ESG

Together as One Myers, we advance on our ESG journey. We embrace the opportunity to pursue continuous improvement as we serve our customers, invest in our employees and engage with our communities. [Our executive management team](#) directs our daily efforts. With executive sponsorship from our President and Chief Executive Officer, our [ESG Steering Committee](#) guides our strategy, drives progress on key initiatives and engages with our segments and employees as defined by our updated charter.

The [Board of Directors](#) provides oversight and actively engages in strategic discussions about ESG issues. The [Corporate Governance Committee](#) is responsible for reviewing our policies, programs and strategies concerning ESG matters including product stewardship, health and safety, sustainability and engagement with stakeholders.

We carry out our strategy, reporting and implementation efforts with input from our ESG materiality assessment, conducted in 2021, which leveraged internationally recognized ESG frameworks including the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI). The assessment included stakeholder engagement with internal leadership and external partners to establish our material areas.

## CORPORATE GOVERNANCE POLICIES

- [Anti-Corruption Policy](#)
- [Code of Business Conduct and Ethics](#)
- [Corporate Governance Guidelines](#)
- [Environmental Health and Safety Policy and Principles](#)
- [ESG Steering Committee Charter](#)
- [Human Rights Policy](#)
- [Supplier Code of Conduct](#)

We share progress on our ESG efforts externally through our [corporate website](#) and annual reports and internally through updates on our intranet as well as during our all-company and business segment town halls.

Our three pillars – Products, Planet and People – are all supported by a strong foundation of [Governance, Ethics and Integrity](#).

## OUR ESG PILLARS



### 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

# Product Highlights

Every day, customers trust our products and expertise to move, store and protect critical materials, supplies and products across the globe. Through our capabilities and collaboration, we deliver innovative, high-quality solutions that drive performance, efficiency, recyclability and safety. Learn more about the products we create, the sustainable benefits we deliver and the industries we serve.



## INNOVATION



### Automotive

Our Buckhorn business provides durable packaging solutions for the automotive industry, including the ever-growing electric vehicle market, where protecting delicate parts is essential. Designed to reduce waste, enhance ergonomics and increase efficiency, our products play a key role in helping this critical industry achieve its environmental and social goals.



### Armed Forces

As the world's armed forces address key needs to reduce their carbon footprint and reduce injuries associated with repetitive motion and heavy lifting, our Scepter business provides plastic fuel cans that offer a lighter-weight alternative to steel cans.



### Medical

We invest in technology and our people to advance innovation and create custom solutions for our customers. Through our Trilogy Plastics business, we provide essential products to the medical industry including prescription vending machine components, spinal boards and eyewash stations, providing healthcare workers with the quality tools they need to do their jobs.

## QUALITY



### RV and Marine

As a leading ISO 9001-certified manufacturer of plastics parts of the RV and marine industries, our Ameri-Kart business provides our customers and recreation enthusiasts with the peace of mind that comes with rigorous standards for quality. Our products are compliant with U.S. and California Environmental Protection Agency (EPA) requirements and built to meet or exceed industry-specific standards.



### Transportation

On highways, during road construction and in high-pedestrian areas, visibility is critical. As the only U.S. company producing all pavement marking tape and adhesives in-house, our Patch Rubber Company business manufactures permanent and removable solutions that exceed industry standards for reflectivity and maximize visibility in wet and dry conditions.



### Agriculture

As part of our commitment to quality and sustainability, our TUFF Stack Pro, along with a number of other products from our Elkhart business, are UN/DOT 31H1 certified and manufactured in ISO 9001 and 14001 certified-facilities in the U.S. using food-safe and recyclable resin. We participate in a variety of industry associations related to roto molding and the industries for which we manufacture parts.

## SAFETY



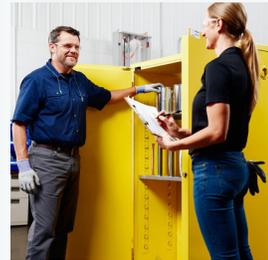
### Ergonomics

According to the U.S. Department of Labor, work-related musculoskeletal disorders (MSDs) are among the most frequently reported causes of lost or restricted work time. Proper ergonomics help lessen muscle fatigue, increase productivity and reduce the number and severity of work-related MSDs. Products from our Akro-Mils business, such as our work-height platform trucks, reduce the strain of lifting and bending, and allow for easy transfer to workstations.



### Training and Learning

We provide nearly 30,000 items used by auto dealers, fleets, governments, schools and tire dealers through our Distribution segment. We share learning resources and instructional videos to ensure our customers have the knowledge to operate our products safely and effectively, further promoting safe and efficient transportation across the globe.



### Industrial Safety

Our Jamco business manufactures heavy-duty products in the U.S. with all-welded construction, providing customers the durability and quality needed to store and transport critical materials. Products like our safety cabinets feature double-wall construction to contain flammable liquids in protected storage.

# Delivering the Circular Economy

Our sustainable, reusable and recyclable plastic products address the urgent need to deliver circular economy solutions for the planet. We serve critical markets including agriculture, transportation and industrials that account for more than half of greenhouse gas emissions in the U.S.

Our approach to product innovation and fostering the circular economy centers on strategic alignment with our customers' needs in balance with our broader organizational and sustainability objectives.

We invest in ways to incorporate more recycled materials into our manufacturing processes and collaborate with our customers to promote further adoption of products containing recycled materials. While we manufacture products – including gas cans and food-safe containers – with industry certification restrictions on recycled content, we believe our circular approach to creating recyclable plastic products can continue to make an impact on global waste reduction and decarbonization efforts.



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## Investing in Circularity

As we seek to balance dynamic resin prices with environmental benefits, customer demand and industry regulations, we continue to explore and invest in ways to expand our use of recycled plastic in our products. At our Buckhorn facility in Springfield, Missouri, we are planning to install an air wash system in the second quarter of 2023 that will clean and separate pellets for use in our manufacturing. This new system will directly address key challenges of using recycled materials, removing dust that can clog equipment. In addition to improving production cleanliness and reducing facility maintenance costs, the air wash system will allow for the potential to increase material throughput, improve the effectiveness of reuse production scrap and maximize product efficiency. We estimate that it will have the potential to allow 30-40% more recycled material to be used in our products.



**In 2022, 20.49 million pounds of recycled resins (13% of total high-density polyethylene (HDPE) usage) were used in our plastic products.**

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## Sourcing and Incorporating Recycled Materials

We work to reduce, reuse and recycle materials and divert waste whenever feasible. We reincorporate 99% of our plastic scrap from manufacturing across all our businesses, and 100% of our plastic products have the potential to be recycled.

Where we can, we focus on regrinding plastics from our own product cycle. Buckhorn uses the most resin in our family of brands. In 2022, our Springfield location utilized 15.44 million pounds of regrind (18% of total HDPE usage) in its products.

We collaborate with customers to bring their end-of-service-life materials into our production cycle. For example, we contract with a global agriculture customer to take back our seed boxes as they are replaced, incorporating the recycled materials into new products.



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# Centralizing Our Supply Chain Management

Embracing our One Myers mindset, we foster consistent processes and systems across our segments and brands. In 2022, we launched a supply chain planning solution to drive efficiencies and performance. The solution has been implemented across four units, with full rollout expected to be completed in 2023.

The system empowers enhanced sales and operational planning, allowing us to better understand customer demand and how it impacts our sourcing and manufacturing efforts. With this additional visibility across business units, we make more informed sourcing and manufacturing decisions in response to demand, allowing us to be more efficient and manufacture the products our customers need most, enhancing availability, on-time delivery and customer service.

In addition, our centralized structure and systems strengthen our partnerships with suppliers and efforts to procure sustainable raw materials in response to customer needs.



**Centralizing our supply chain activities has enabled us to maximize efficiencies and prioritize manufacturing the products our customers need most, enhancing availability, on-time delivery and customer service.**



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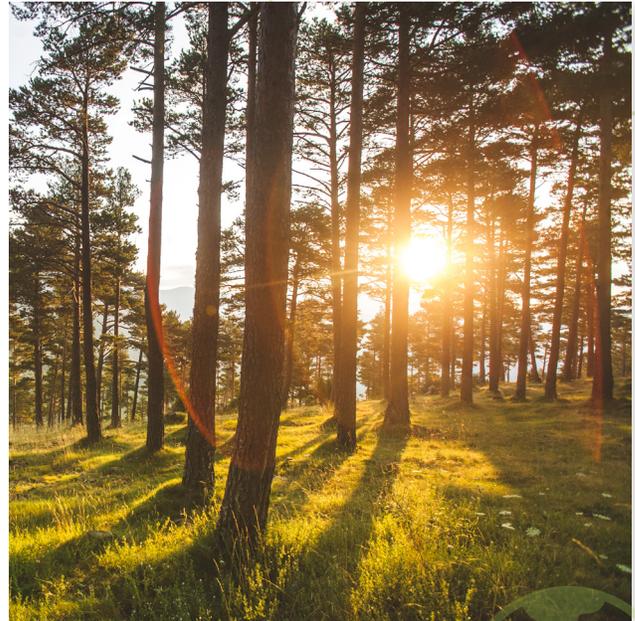
## Addressing Our Environmental Impact

We manage our energy and emissions and advance our programs and strategies to address the risks of climate change, while leveraging our innovative products and responsible manufacturing to further the circular economy.

We are centralizing, standardizing and enhancing our data and systems across our locations. Building on recent efforts to aggregate our total energy consumption, we initiated the process of calculating our Scope 1 and Scope 2 emissions, using 2022 as our baseline, and completed an initial response to CDP's Climate Change questionnaire.

As part of our commitment to our customers – many with advanced ESG programs and goals – we also respond to the EcoVadis sustainability assessment for our Buckhorn business.

Looking ahead, we commit to furthering our environmental disclosures including leveraging frameworks like CDP and EcoVadis to advance our efforts.



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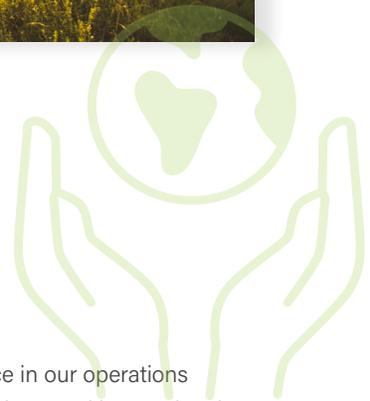
## Enhancing Our Environmental Management

We further our environmental efforts in partnership with internal and external resources, including key additions to our teams. We recently added a dedicated environmental and safety compliance manager at Buckhorn as part of our environmental, health and safety (EHS) team. The environmental compliance expert assists with environmental compliance activities across the enterprise and serves as a key liaison with the U.S. EPA regarding the New Idria Mercury Mine Superfund site. In addition, we continue to add EHS managers and training coordinators at our locations.

Myers Industries' global [Environmental Health and Safety Policy and Principles](#) and [Supplier Code of Conduct](#) documents codify our approach to environmental management. We updated and standardized supplemental

policies designed to foster 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. For example, we developed a comprehensive, enterprise-wide communications matrix to be followed in the event of an environmental incident or inquiry.

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 certification, with a fourth seeking certification in 2023.



# Advancing Our Safety Culture

In 2022, we made progress on our comprehensive EHS Journey Map that outlines annual focus areas that build toward our goal of achieving and maintaining a zero-injury workplace.

In 2022, we completed the following activities:

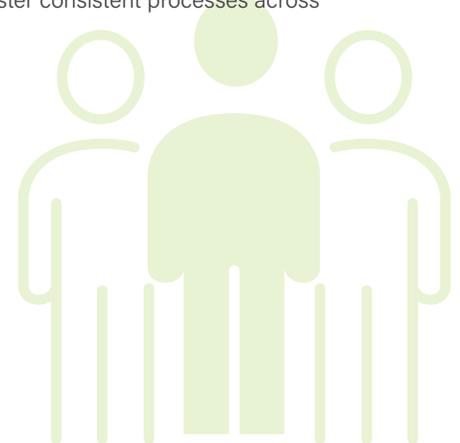
- Issued updated EHS policies and principles including guidance on heat stress and hearing loss prevention.
- Standardized additional policies and procedures including the implementation of updated work instructions and targeted refresher training in the event of a preventable injury.
- Updated safety training modules with new topics and materials. Began tracking participation at sites.
- Established company wide purchasing agreements for personal protective equipment.
- Purchased more than 25 automated external defibrillators to replace units at sites and standardized our AED program across our locations.
- Completed role-specific personal protective equipment assessments.

**In 2022, our Total Recordable Incident Rate (TRIR) decreased by 2.27%, driven by a 10.51% TRIR decrease in our Material Handling segment, with continued strong safety performance in our Distribution segment significantly below the industry average.**



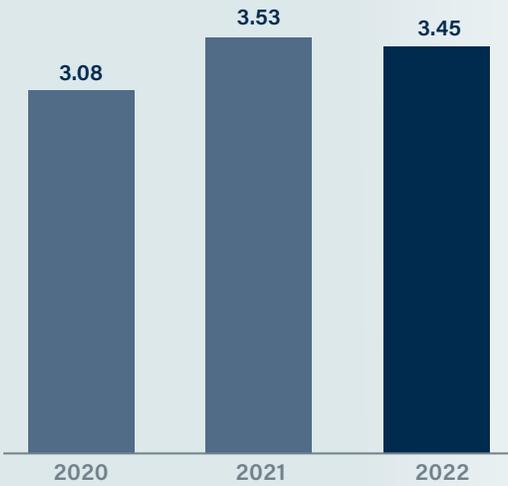
Safety performance is ingrained in our company. We prioritize prevention, and when necessary, address potential and actual issues in real time. We share safety information consistently and broadly through enterprise-wide communications and business-specific channels. Third-party audits were conducted at two sites, with audits at additional locations planned for 2023. In addition, we are implementing a tiered safety awards program to celebrate and reinforce our safety culture. We have safety committees at most Myers' locations.

We continue to make organizational improvements in our safety performance and foster consistent processes across our enterprise.



SAFETY PERFORMANCE

MYERS INDUSTRIES  
TOTAL RECORDABLE INCIDENT RATE\*



\*Full-Time and Flex Employees

LOCATIONS WITH NO RECORDABLE INJURIES IN 2022

Myers Tire Supply Distribution Center  
Southaven, Mississippi\*

Myers Tire Supply Distribution Center  
Los Angeles, California\*

Myers Tire Supply Distribution Center  
Salt Lake City, Utah\*

Myers Tire Supply Distribution Center  
El Salvador\*

Myers Tire Supply Distribution Center  
Guatemala\*

Myers Tire Supply Distribution Center  
Panama\*

Tuffy Manufacturing  
Cuyahoga Falls, Ohio\*

Elkhart Plastics  
White Pigeon, Michigan

Akro-Mils Distribution Center  
Akron, Ohio

\*Locations with zero recordable injuries for the past 3-plus years.

## Attracting and Retaining Top Talent

Our growth strategy prioritizes hiring the right talent to help us unlock our potential and transform how we operate as an organization. Diversity, equity and inclusion (DEI) play a key role in our hiring and retention efforts as we advance our One Myers culture and enable our 3-Horizon growth strategy.

We have invested in our Talent Acquisition team with the addition of our Talent Acquisition leader as well as two full-time recruiters to advance our capability. The newly centralized function has made an immediate impact. Under the direction of our Talent Acquisition leader, we have piloted an outsourcing partnership to fill specialized manufacturing roles and optimize our applicant tracking system processes. We also implemented a software pilot that allows us to create custom, competency- and values-based interview guides for our open positions. We continue to develop a robust pipeline of talent and are focused on strengthening the sourcing skills of our Human Resources team.

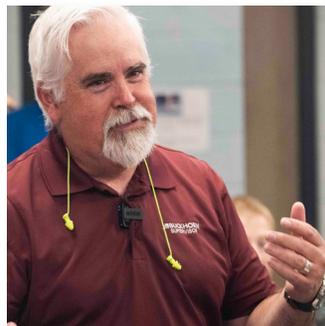


# Building a Culture of Inclusivity

We foster a positive and dynamic people-first culture that empowers all employees to feel valued, included and accountable. We maintain and reinforce an atmosphere of mutual respect that fosters inclusion and promotes equity in everything we do.

Our commitment to DEI is embedded in our company policies. Myers Industries' Human Rights Policy outlines our commitment to be an equal opportunity employer, and we prohibit discrimination for any reason prohibited by law. We believe the most innovative workforces leverage the skills and perspectives of a broad range of backgrounds and experiences.

Externally, we promote DEI by collaborating with suppliers and partners that reflect our values and the diversity of our local communities. We also support DEI initiatives and organizations throughout our communities whenever possible.



# Caring For and Investing in Our People

Attracting, retaining, engaging and developing our employees will empower their growth and our organizational success.

Throughout 2022, we solidified the organizational structure of our Human Resources function to optimize and align our processes and policies. We issued a consolidated One Myers employee handbook for the U.S and Mexico in 2022, with the Canada handbook scheduled to be published in 2023.

Enhancements in 2022 include:

- Providing paid parental leave and sick time for all employees that became effective January 1, 2023.
- Expanding our CarePartner Program, which was piloted in 2021, enterprise-wide to provide employees access to dedicated, on-site partners at our facilities at no cost to them. Weekly sessions continue to help increase employee well-being, satisfaction and productivity while nurturing our people-focused culture.
- Increased participation in our Long-Term Incentives (LTI) program, doubling the number of employees eligible to benefit financially from the company achieving its future goals.

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## Empowering Our People to Thrive

We adapt our talent engagement and development programs to meet our employees' professional development goals as well as satisfying the evolving needs of our customers and growing our business.

As part of the maturation of our Servant Leadership program launched in 2021, we provided our leaders with strategies to empower their team members in an authentic and caring way. In 2022, 100 leaders were trained and in 2023, we plan to reach further into the organization to the leaders of our front-line employees. Additionally, our robust, supervisory training for front-line workers includes a complementary mix of classroom and practical learning.

Throughout 2022, we enhanced our annual performance review process including updating our training documentation as well as introducing a formal, mid-year review check-in to empower employees to take ownership of their personal career development through discussions with their manager. We are embedding our core values into our performance ratings to reflect our shared responsibility in achieving our long-term vision by focusing on how we are working and what we're doing.



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## Listening and Responding to Team Members

Our employee engagement efforts focus on listening and responding to our team members. In 2022, we standardized our communications practices through the creation and dissemination of a meeting template tailored to enhance the workflow of our floor leaders. Also, as foreshadowed in our first ESG report, each business hosted town halls on a quarterly basis to complement the existing, all-company meetings.

After conducting annual engagement surveys each of the past three years, we intentionally elected not to conduct an assessment in 2022. Instead, we focused on delivering action plans developed in response to past survey feedback and amplified communications about our progress. Our next engagement survey will be conducted in 2023 to measure our success and progress as well as identify new areas where employees wish to see enhancements.

# Supporting Our Communities

Our core values, particularly our can-do spirit, guide our commitment to serving the communities where we live and work. Our Myers Engagement Committee focuses our efforts on local needs in our communities and supports organizations that align with our core values and ESG priorities.

We refreshed the Myers Engagement Committee at our corporate headquarters in 2022 to maximize employee involvement and strategic impact. Building on our momentum at the corporate level, we plan to leverage our new framework with each of our locations to standardize and strengthen our community engagement efforts across our footprint.



## 2022 COMMUNITY OUTREACH AND DONATIONS

### Akron, Ohio

- Volunteered with Habitat for Humanity.
- Donated to the American Heart Association and participated in the 2022 Akron Heart Walk.
- Contributed to the Akron Food Bank and Haven of Rest Ministries.
- Participated in a school supply drive benefiting a local elementary school.
- Hosted a biometric screening event and flu shot clinic in the Akron office.

### Milford, Ohio

- Provided holiday gifts for families through Salvation Army Greater Cincinnati Area.

### Wadsworth, Ohio

- Supported the local schools compact for Barberton, Copley, Norton and Wadsworth, participating in career days and mock interviews, and donating AkroBins to the nursing education program.
- Donated AkroBins to a local food bank.
- Donated AkroBins to Goodwill Industries.
- Hosted on-site community vaccination clinic with the Medina County Health Department.

### Springfield, Missouri

- Sold pink bracelets and t-shirts for the Breast Cancer Foundation of the Ozarks.
- Sold blue bracelets for prostate cancer awareness for Hulston Cancer Center at CoxHealth.
- Sold green bracelets for mental health awareness for Gathering Friends for the Homeless.
- Donated gifts for Toys for Tots.

# Conclusion



“On behalf of the executive team, Board of Directors and all Myers Industries’ employees, we thank you for reading our 2022 ESG Update. Together as One, we will continue to live our core values, execute on our strategy and create long-term, sustainable value for our stakeholders.”

Mike McGaugh, President and CEO

## EXECUTIVE TEAM



// **MONICA VINAY**  
Interim CFO and Vice President Investor Relations & Treasurer



// **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



// **MATTHEW MARCHEL**  
Vice President, Material Handling Segment - Rotational Molding



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



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



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



// **KEVIN MCELGUN**  
Senior Director of Strategy and Corporate Development

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

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