



# Global Reporting Initiative (GRI) Index 2023

## GENERAL DISCLOSURES

GRI Standard	Disclosure	Reference or Direct Answer
<b>The Organization and its Reporting Practices</b>		
2-1	Organizational details	About Myers, Our Segments: <a href="#">2023 ESG Report</a> , p. 2-3 <a href="#">Form 10-K</a> Exhibit 21, p. 99
2-2	Entities included in the organization's sustainability reporting	Our Segments: <a href="#">2023 ESG Report</a> , p. 3 <a href="#">Form 10-K</a> Exhibit 21, p. 99
2-3	Reporting period, frequency, and contact point	Myers discloses financial and sustainability reporting annually. Its latest ESG report was published March 18, 2024. Our contact point for questions regarding the report is <a href="mailto:ESG@myersind.com">ESG@myersind.com</a> .
2-4	Restatements of information	Myers did not make any restatement in the reporting period.
2-5	External assurance	The data within this report has not been externally verified.
<b>Activities and Workers</b>		
2-6	Activities, value chain, and other business relationships	About Myers, Our Segments, Enabling the Circular Economy, Our Commitment to Recyclability, Myers' Role in the Circular Economy Investing in Our Recycling Capabilities, Enhancing Our Supply Chain Management System and Capabilities: <a href="#">2023 ESG Report</a> , p. 2-3, 6-10 <a href="#">2023 Annual Report</a> , p. 1-5 <a href="#">Form 10-K</a> , p. 4-10
2-7	Employees	Myers: By the Numbers: <a href="#">2023 ESG Report</a> , p. 3 <a href="#">Form 10-K</a> , p. 9
<b>Governance</b>		
2-9	Governance structure and composition	<a href="#">Corporate Governance Guidelines</a> <a href="#">2024 Proxy Statement</a> , p. 4-8 <a href="#">2023 ESG Report</a> , p. 20-24
2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance Guidelines</a> <a href="#">2024 Proxy Statement</a> , p. 20-21
2-11	Chair of the highest governance body	<a href="#">2023 ESG Report</a> , p. 24 The Chairman of the Board is not a senior executive.
2-12	Role of the highest governance body in overseeing the management of impacts	Our Approach to ESG: <a href="#">2023 ESG Report</a> , p. 4 <a href="#">Corporate Governance Guidelines</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Corporate Governance Guidelines</a> <a href="#">ESG Committee Charter</a>
2-14	Role of the highest governance body in sustainability reporting	Our Approach to ESG: <a href="#">2023 ESG Report</a> , p. 4 <a href="#">ESG Committee Charter</a> <a href="#">Corporate Governance Guidelines</a>
2-15	Conflicts of interest	<a href="#">Code of Ethics and Business Conduct</a>
2-16	Communication of critical concerns	<a href="#">Corporate Governance Committee Charter</a>
2-17	Collective knowledge of the highest governance body	Board Composition: <a href="#">2023 ESG Report</a> , p. 21 <a href="#">2024 Proxy Statement</a> , p. 12-17

**GENERAL DISCLOSURES - CONTINUED**

2-18	Evaluation of the performance of the highest governance body	<a href="#">2024 Proxy Statement</a> , p. 7
2-19	Remuneration policies	<a href="#">2024 Proxy Statement</a> , p. 40-64
2-20	Process to determine remuneration	<a href="#">2024 Proxy Statement</a> , p. 40-64
2-21	Annual total compensation ratio	<a href="#">2024 Proxy Statement</a> , p. 64
<b>Strategy, Policies, and Practices</b>		
2-22	Statement on sustainable development strategy	CEO Message: <a href="#">2023 ESG Report</a> , p. 1
2-23	Policy commitments	<a href="#">Code of Ethics and Business Conduct</a> <a href="#">Human Rights Policy</a> <a href="#">Anti-Corruption Policy</a> <a href="#">Environmental Health and Safety Policies and Principles</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Insider Trading Policy and Procedure</a> <a href="#">Ethics Compliance Notice – Reporting Fraud, Legal and Ethical Violations</a> <a href="#">2023 ESG Report</a> , p. 14-15, 18, 20-22
2-24	Embedding policy commitments	<a href="#">Code of Ethics and Business Conduct</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Human Rights Policy</a> <a href="#">2023 ESG Report</a> , p. 4, 20, 22
2-25	Processes to remediate negative impacts	<a href="#">Code of Ethics and Business Conduct</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Human Rights Policy</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Code of Ethics and Business Conduct</a> <a href="#">Ethics Compliance Notice – Reporting Fraud, Legal and Ethical Violations</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Human Rights Policy</a> <a href="#">Anti-Corruption Policy</a> <a href="#">Supplier Code of Conduct</a> <a href="#">2024 Proxy Statement</a> , p. 7
2-27	Compliance with laws and regulations	<a href="#">Form 10-K</a> , p. 20 <a href="#">Code of Ethics and Business Conduct</a> <a href="#">Human Rights Policy</a>
2-28	Membership associations	Manufacturers Alliance National Association of Manufacturers Greater Akron Chamber
2-29	Approach to stakeholder engagement	<a href="#">2021 ESG Report</a> , p. 8, 10 <a href="#">2023 ESG Report</a> , p. 4

## MATERIAL TOPICS

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	<a href="#">2021 ESG Report</a> , p. 8 <a href="#">2023 ESG Report</a> , p. 4
3-2	List of material topics	<a href="#">2021 ESG Report</a> , p. 9 <a href="#">2023 ESG Report</a> , p. 4
3-3	Management of material topics	<a href="#">2021 ESG Report</a> , p. 8 <a href="#">2024 Proxy Statement</a> , p. 8-11 <a href="#">2023 ESG Report</a> , p. 4

## ECONOMIC PERFORMANCE

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 201: Economic Performance 2016</b>		
GRI 3: Material Topics 2021	Management approach	<a href="#">2023 Annual Report</a> , p. 1-5 <a href="#">Form 10-K</a> , p. 4-10
201-1	Direct economic value generated and distributed	<a href="#">Form 10-K</a> , p. 31-33
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Form 10-K</a> , p. 52-54

## ANTI-CORRUPTION

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 205: Anti-Corruption 2016</b>		
GRI 3: Material Topics 2021	Management approach	<a href="#">Anti-Corruption Policy</a> <a href="#">Code of Ethics and Business Conduct</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Anti-Corruption Policy</a> <a href="#">Code of Ethics and Business Conduct</a> <a href="#">Ethics Compliance Notice – Reporting Fraud, Legal and Ethical Violations</a>

## MATERIALS

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 301: Materials 2016</b>		
GRI 3: Material Topics 2021	Management approach	Enabling the Circular Economy, Our Commitment to Recyclability, Myers' Role in the Circular Economy, Investing in Our Recycling Capabilities, Enhancing Our Supply Chain Management System and Capabilities: <a href="#">2023 ESG Report</a> , p. 6-10
301-2	Recycled input materials used	2023 ESG Highlights, Enabling the Circular Economy, Our Commitment to Recyclability, Myers' Role in the Circular Economy, Investing in Our Recycling Capabilities: <a href="#">2023 ESG Report</a> , p. 5-9

## ENERGY

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 302: Energy 2016</b>		
GRI 3: Material Topics 2021	Management approach	Energy and Emissions Management: <a href="#">2023 ESG Report</a> , p. 12 <a href="#">Environmental Health and Safety Policy and Principles 2024 Proxy Statement</a> , p. 8-10
302-1	Energy consumption within the organization	Energy and Emissions Management: 2023 ESG Report, p. 12
302-4	Reduction of energy consumption	Investing in Continuous Improvement, Energy and Emissions Management: <a href="#">2023 ESG Report</a> , p. 11-12
302-5	Reductions in energy requirements of products and services	Investing in Continuous Improvement, Energy and Emissions Management: <a href="#">2023 ESG Report</a> , p. 11-12

## EMISSIONS

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 305: Emissions 2016</b>		
GRI 3: Material Topics 2021	Management approach	Energy and Emissions Management: <a href="#">2023 ESG Report</a> , p. 12 <a href="#">Environmental Health and Safety Policy and Principles 2024 Proxy Statement</a> , p. 8-10
305-1	Direct (Scope 1) GHG emissions	<a href="#">2023 ESG Report</a> , p. 12
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2023 ESG Report</a> , p. 12

## WASTE MANAGEMENT

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 306: Waste 2020</b>		
GRI 3: Material Topics 2021	Management approach	Delivering the Circular Economy, Our Commitment to Recyclability, Myers' Role in the Circular Economy, Investing in Our Recycling Capabilities: <a href="#">2023 ESG Report</a> , p. 6-9
306-2	Management of significant waste-related impacts	Delivering the Circular Economy, Our Commitment to Recyclability, Myers' Role in the Circular Economy, Investing in Our Recycling Capabilities, Scepter Sustainable Impact Applications in Action: <a href="#">2023 ESG Report</a> , p. 6-10

## SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 308: Supplier Environmental Assessment 2016</b>		
GRI 3: Material Topics 2021	Management approach	Enhancing Our Supply Chain Management System and Capabilities: <a href="#">2023 ESG Report</a> , p. 9 <a href="#">Supplier Code of Conduct</a>

## EMPLOYMENT

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 401: Employment 2016</b>		
GRI 3: Material Topics 2021	Management approach	Attracting, Retaining and Investing in Top Talent: <a href="#">2023 ESG Report</a> , p. 17-18 <a href="#">Environmental Health and Safety Policy and Principles 2024 Proxy Statement</a> , p. 8, 10
401-3	Parental leave	Caring for and Investing in Our People: <a href="#">2022 ESG Report Update</a> , p. 14

## OCCUPATIONAL HEALTH AND SAFETY

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 403: Occupational Health and Safety 2018</b>		
GRI 3: Material Topics 2021	Management approach	Environmental Management Systems Approach, Advancing Our Safety Culture: <a href="#">2023 ESG Report</a> , p. 13-16 <a href="#">Environmental Health and Safety Policy and Principles 2024 Proxy Statement</a> , p. 10
403-1	Occupational health and safety management system	2023 ESG Highlights, Environmental Management Systems Approach, Advancing Our Safety Culture: <a href="#">2023 ESG Report</a> , p. 5, 13-16 <a href="#">Environmental Health and Safety Policy and Principles</a>
403-2	Hazard identification, risk assessment, and incident investigation	Environmental Management Systems Approach, Advancing Our Safety Culture: <a href="#">2023 ESG Report</a> , p. 13-16 <a href="#">Environmental Health and Safety Policy and Principles</a>
403-5	Worker training on occupational health and safety	Environmental Management Systems Approach, Advancing Our Safety Culture: <a href="#">2023 ESG Report</a> , p. 13-16 <a href="#">Environmental Health and Safety Policy and Principles</a>
403-6	Promotion of worker health	Advancing Our Safety Culture: <a href="#">2023 ESG Report</a> , p. 14-16
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental Management Systems Approach, Advancing Our Safety Culture: <a href="#">2023 ESG Report</a> , p. 13-16

## TRAINING AND EDUCATION

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 404: Training and Education 2016</b>		
GRI 3: Material Topics 2021	Management approach	Attracting, Retaining and Investing in Top Talent: <a href="#">2023 ESG Report</a> , p. 17-18
404-2	Programs for upgrading employee skills and transition assistance programs	Attracting, Retaining and Investing in Top Talent: <a href="#">2023 ESG Report</a> , p. 17
404-3	Percentage of employees receiving regular performance and career development reviews	98.6% of salaried employees completed an annual review and development conversation during the reporting period.

## DIVERSITY AND EQUAL OPPORTUNITY

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
GRI 3: Material Topics 2021	Management approach	Attracting and Retaining Top Talent: <a href="#">2023 ESG Report</a> , p. 17-18
405-1	Diversity of governance bodies and employees	ESG Governance and Oversight: <a href="#">2023 ESG Report</a> , p. 21

## NON-DISCRIMINATION

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 406: Non-Discrimination 2016</b>		
GRI 3: Material Topics 2021	Management approach	Ethics and Integrity: <a href="#">2023 ESG Report</a> , p. 22 <a href="#">Human Rights Policy</a> <a href="#">Code of Ethics and Business Conduct</a>

## LOCAL COMMUNITIES

GRI Standard	Disclosure	Reference or Direct Answer
<b>GRI 413: Local Communities 2016</b>		
GRI 3: Material Topics 2021	Management approach	Supporting Our Communities: <a href="#">2023 ESG Report</a> , p. 18-19
413-1	Operations with local community engagement, impact assessments, and development programs	Supporting Our Communities: <a href="#">2023 ESG Report</a> , p. 18-19

