



Today. Tomorrow. **Together.**



2023 ESG REPORT

About This Report

Myers Industries' 2023 Environmental, Social and Governance (ESG) Report provides an overview of our approach to addressing key ESG topics as well as information on initiatives that took place during 2023 and early 2024. This report has been prepared with reference to 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 or questions about this report.

TABLE OF CONTENTS

- 1 CEO Message
- 2 About Myers Industries
- 4 Our Approach to ESG
- 6 Products
- 11 Planet
- 14 People
- 20 Governance, Ethics and Integrity
- 23 Leadership

This report and the forgoing letter from our President and Chief Executive Officer contains "forward-looking statements" within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. "Forward-looking" statements can be identified by words such as "will," "believe," "anticipate," "expect," "estimate," "intend," "plan" or variations of these words, or similar expressions. These forward-looking statements are neither historical facts nor assurances of future performance. For a discussion of factors that could cause future results to differ from historical performance or those forward-looking statements, see "Item 1A. Risk Factors" beginning on page 10 of the Annual Report on Form 10-K for the year ended December 31, 2023 and recent Quarterly Reports on Form 10-Q and Current Reports on Form 8-K filed with the Securities and Exchange Commission, which are available on the SEC's website at www.sec.gov. Myers Industries disclaims any obligation or intention to update forward-looking statements and the estimates and assumptions associated with them.

CEO Message

Dear Stakeholders,

Welcome to the Myers Industries 2023 Environmental, Social and Governance (ESG) Report. On behalf of my Myers colleagues, we are proud to update you on the progress we have made to advance our ESG efforts and to deliver on our strategic objectives and long-term vision.

To us, success is more than the sum of our work or the products we make and sell. It's about how we serve our customers in a way that also benefits our employees, communities, shareholders and the planet. As the theme of this report indicates, we are focused on success today, tomorrow and most importantly, together.

Today. Tomorrow. Together.

Today, as a leading manufacturer of sustainable plastic and metal products, we help our customers solve for the things they care about – having high-quality products that move, store and protect critical materials, enhancing safety and efficiency, and eliminating waste and lowering the carbon footprint of our product portfolio. We contribute to the circular economy through our markets and lead the way in our industry. Many of our durable plastic products contain recycled resins and reclaimed materials to continue their usefulness and reduce waste to landfills.

We aim to expand our product offerings to meet our customers' needs for tomorrow. In early 2024, we completed the acquisition of Signature Systems, whose premier composite matting systems protect people, property and equipment around the world. This acquisition is a catalyst in the transformation of Myers and firmly moves us into Horizon Two of our Three-Horizon Strategy.

2023 ESG Progress

Our ESG journey continues and in 2023 we focused on further driving efficiency in our operations and our use of resources. We have made significant progress in capturing our energy usage and emissions data, which will enable us to identify the areas where additional improvements could yield significant environmental and efficiency benefits.



The team's dedication to innovation in the areas of recycled content, material conservation and product lightweighting has enabled us to reduce the percentage of virgin plastics used in our manufacturing. In addition, we continued to advance our culture of safety during the year through robust training and collaboration; launched a safety awards program to recognize our employees' commitment to a safe and healthy workplace; implemented numerous safety enhancements; and added new Environmental Health & Safety (EHS) personnel to our operations.

Looking Ahead, Together.

While we will always have more to do on our ESG continuous improvement journey, we have a strong foundation from which we can advance our own efforts and help our employees and our customers achieve the things they care about.

Sincerely,

A handwritten signature in dark ink, appearing to read "Michael P. McGaugh". The signature is fluid and cursive, written in a professional style.

Michael P. McGaugh
President and Chief Executive Officer

About Myers Industries

Headquartered in Akron, Ohio, Myers Industries (NYSE: MYE) is a leading manufacturer 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, Myers celebrated its 90th anniversary in 2023. We have cultivated a legacy rooted in customer service and diversified solutions. Our brands provide sustainable solutions to a wide variety of global customers in 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.

MYERS COMPLETES FEBRUARY 2024 ACQUISITION OF SIGNATURE SYSTEMS

In February 2024, Myers completed the acquisition of Signature Systems. Signature Systems engineers and manufactures innovative composite matting, turf protection and event flooring solutions for construction, industrial, stadium and special events around the world. Signature Systems' ESG philosophy is consistent with the Myers vision and produces long-life products that replace single-use materials, prevent environmental cross-contamination and can be recycled. We welcome Signature Systems to the Myers family of companies and look forward to incorporating their ESG story into our 2024 ESG Report.

Learn more at <https://www.signature-systems.com>.



OUR VISION AND CORE VALUES

At Myers Industries, we have a long-term vision that sets the Company 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.** It consists of three distinct horizons. Each horizon outlines specific actions to drive profitable revenue growth while advancing a One Myers culture and mindset.

As One Myers, our shared values guide our way and power all that we do. We are united by our ability to make a positive impact, deliver on our commitments and meet the challenges of today and tomorrow, together.



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, our customers, our communities, our shareholders.

Our Segments

MATERIAL HANDLING

Manufacturer of sustainable plastic and metal products for industrial, agricultural, automotive, commercial, military and consumer markets



DISTRIBUTION

Largest distributor of tools, equipment and supplies for the tire, wheel and under-vehicle service industry in the United States



MYERS: BY THE NUMBERS*

90+

Year History

~2,500

Employees

\$813M

Net Sales

12

Brands

#1 and #2

in Diverse,
Niche Markets

17

Manufacturing
Facilities

6

Sales Offices

8

Distribution
Centers

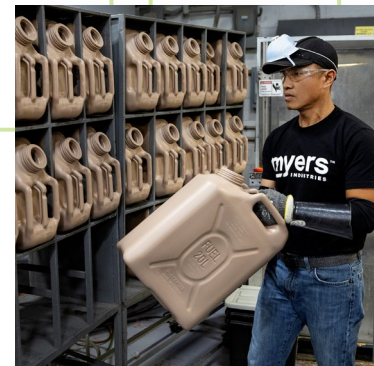
*All data as of 12/31/23; does not include the Company's 2/8/24 acquisition of Signature Systems.

Our Approach to ESG

We continue to advance on our ESG journey and embed our commitment throughout the Company, together, as One Myers. We pursue continuous improvement as we serve our customers, invest in and protect our employees, and advance the well-being of the communities where we operate.

We set the direction for our ESG strategy, reporting and implementation efforts with input from our materiality assessment, conducted in 2021. We leveraged 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. Through engagement with internal and external stakeholders, the assessment helped us establish our top material areas.

Our three ESG pillars – **Products, Planet** and **People** – encompass the areas of focus most important to Myers. The pillars are 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

2023 ESG Highlights

PRODUCTS



- Reincorporated **24% of plastic scrap** from our manufacturing processes back into our production across all Myers businesses
- Incorporated **19 million pounds of regrind** (24% of total high-density polyethylene (HDPE) usage) into products at our Buckhorn facility in Springfield, Missouri
- Advanced our **integrated supply chain planning system**
- Converted customers to **sustainable packaging**

PLANET



- Installed a **new air wash system** at our Buckhorn facility, which has the capacity to help us include 30–40% more recycled materials into our products
- At Buckhorn, acquired and upgraded equipment to make **reusable packaging that is 100% recyclable** at the end of its useful life
- Installed all-electric high-pressure injection molding machines at our Scepter facility in Scarborough, Ontario, and our Akro-Mils facility in Wadsworth, Ohio – a significant step toward **electrification and greater energy efficiency**
- Improved our **collection and analysis of energy usage and emissions data** for our response to CDP, EcoVadis and other disclosure platforms
- Enhanced our **Environmental Health & Safety Policy** to include more detail around audit programs and emergency response plans

PEOPLE



- Launched our **Superior Safety Achievement Awards Program** to recognize our employees' commitment to a safe and healthy workplace
- Furthered our One Myers culture of safety through **robust training and collaboration**
- Completed rollout of **site-level Engagement Committees**, enabling sites to focus on meeting local needs
- Implemented **safety enhancements** such as adding EHS professionals, facilitating easier access to safety equipment and introducing hazard identification card system
- Furthered our commitment to **learning and development** through comprehensive talent engagement, development and leadership programs

GOVERNANCE



- Expanded our **ESG Steering Committee** to include two new functions, sales and engineering, to broaden the committee's expertise
- Updated our **Code of Ethics and Business Conduct** to incorporate new and enhanced policies



Products

For more than 90 years, we have leveraged our expertise in plastics, rubber and metal manufacturing to deliver Material Handling products that enable our customers to better move, store and protect critical materials. Our rotational molding, blow molding, injection molding and thermoforming capabilities serve a wide variety of markets: industrial, agriculture, automotive, commercial, military and consumer. Recycling and reuse, as well as the durability of the materials we use and the products we sell, enable us to help our customers reduce their environmental footprint.

Enabling the Circular Economy

Our commitment to helping drive the circular economy is reflected in the ways we design, source materials for and manufacture our Material Handling products. We strive to utilize energy- and resource-efficient processes to deliver durable and sustainable products for our customers' diverse applications.

Ongoing innovation, particularly in the areas of material conservation and product lightweighting, has enabled us to reduce the percentage of virgin plastics used in our manufacturing processes. Whenever possible, we regrind plastic scrap from our production cycle for use in new products.

In 2023, across all Myers businesses, we reincorporated 24% of plastic scrap from our manufacturing processes back into our production. The Roto Platform recycled approximately 2.5 million pounds of plastic, cardboard and metal in 2023. This effort has provided many benefits: waste reduction, decreased storage requirements, and reducing handling and transportation costs and emissions.

In addition to recovering and reusing scrap from our own manufacturing, we work with our customers to encourage product reuse, return and recycling.

Our Commitment to Recyclability

We design 100% of the plastic containers we manufacture to be recyclable. Myers' reusable containers for agricultural and transportation applications can either be recovered and repurposed or recycled and reprocessed into new products – including our own – at the end of their service life.

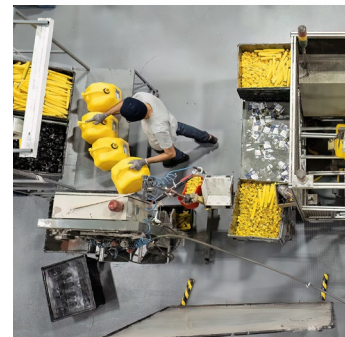
We work with a third party to collect and process end-of-life products into regrind plastics, which are then shipped to our various manufacturing facilities, where they undergo additional processing to be used in the creation of new products. Being able to use our own products at the end of their service life as raw materials for new Myers products supports our vision of a circular economy.

Notably, almost everything in our rotational molding and blow molding products is 100% recyclable. Within rotational molding, the following are all recyclable: roto water tanks, holding tanks and storage compartments; RV tank and storage compartments; Intermediate Bulk Container (IBC) bottles and bases; and Connect-A-Dock™ products (once the metal insert is removed). And within blow molding, fuel cans and water cans (with the exception of the nozzle), and gas tanks (once the metal insert is removed) are all recyclable.

We are mindful of the regulations and industry best practices related to the use of recycled content in certain products, such as gas cans and food-safe containers. We believe additional innovation within the established parameters is possible, and we regularly evaluate our product development, engineering and manufacturing processes to identify ways to further reduce waste and contribute to decarbonization efforts. Myers also collaborates with its customers to meet their product requirements, goals and commitments.



In 2023, 24.5 million pounds of recycled resins (24% of total HDPE usage) were used in our plastic products.

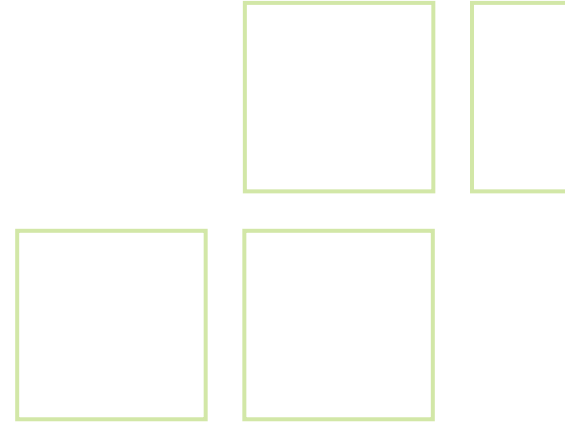


Myers' Role in the Circular Economy

Our role in the circular economy is important and growing, and we are committed to supporting our customers' sustainability and recycling goals. We have the processes, tools and partnerships in place to deliver on our circularity commitments.

Recycled and reprocessed materials follow one of two channels into our manufacturing processes to produce new, high-performance containers. These two channels are:

- **Reusing recycled materials from our customers**
- **Capturing scrap from our production for regrinding**

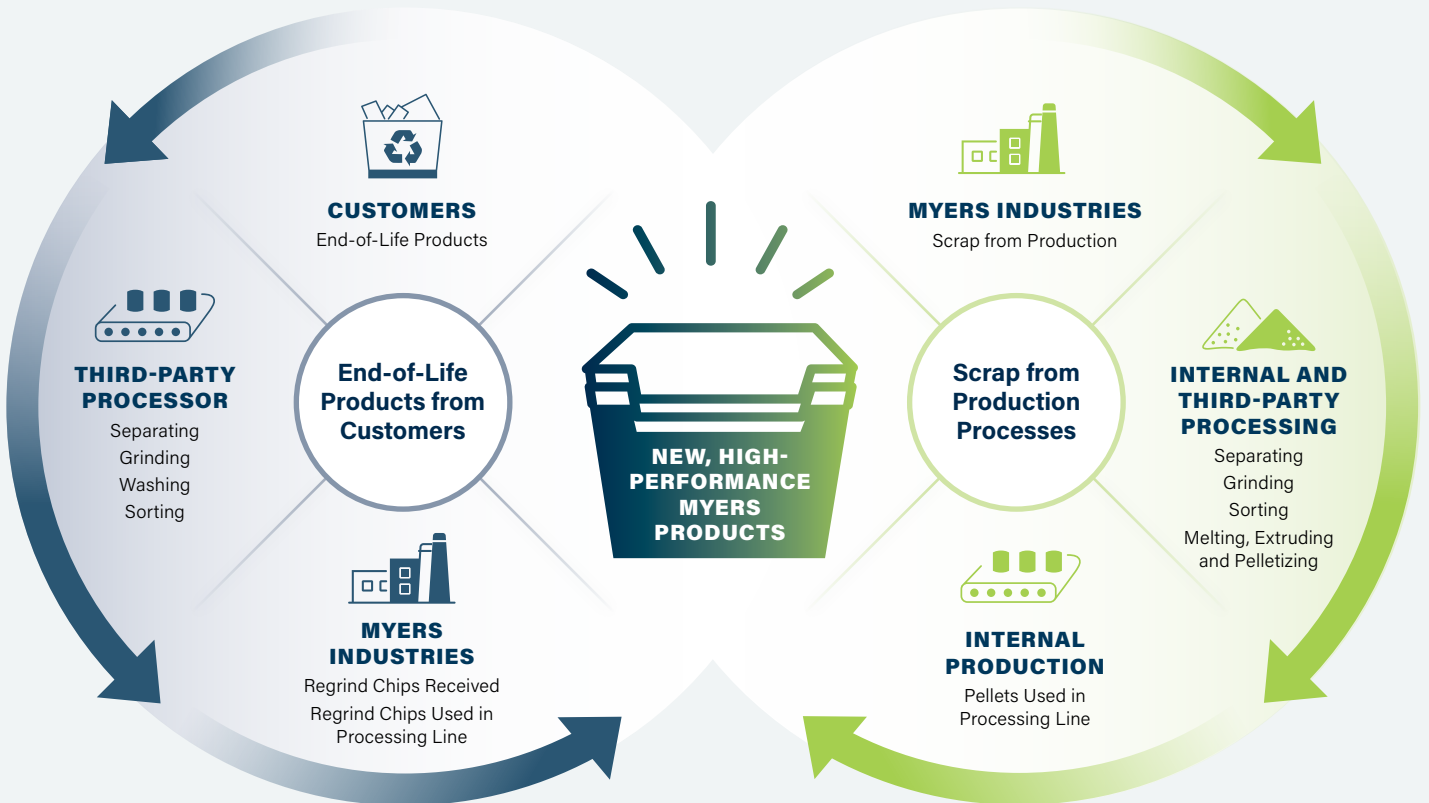


RECOVERING RECYCLABLE MATERIALS FROM OUR CUSTOMERS

Our durable plastic products are used for years, replacing single-use alternatives. At the end of their service life, Myers' reusable containers can either be recovered and repurposed or recycled and reprocessed into new Myers products. Here is how our product recycling and material reprocessing program works:

CAPTURING SCRAP FROM OUR PRODUCTION FOR REGRINDING

Within our own production processes, Myers collects and reuses scrap materials to create new products. The new air wash system installed in our Buckhorn facility in Springfield, Missouri, significantly increases our ability to use high-quality regrind plastic in our products. Our internal circularity programs drive efficiency and reduce waste. Here is how they work:



Investing in Our Recycling Capabilities

We continually invest in our facilities and equipment to ensure we can meet and exceed the needs of our customers, and much of our investment focuses on driving materials efficiency and recycling.

Buckhorn facility in Springfield, Missouri: In 2023, we installed a new air wash system for cleaning and separating regrind plastic used in our manufacturing operations. This machine effectively cleans regrind plastic by removing dust and other foreign materials – reducing contamination and creating higher-quality regrind plastic, which allows higher percentages of recycled plastics to be incorporated into our new products. It also reduces machine downtime associated with cleaning.

The air wash system has the capacity to help Buckhorn include 30–40% more recycled material into our products than before while reducing downtime, improving cycle time and enhancing product quality.

Scepter facility in Miami, Oklahoma: We installed a new pelletizer in 2023. This new equipment, which cleans plastic scrap grindings for more homogenous feedstock, will help increase the percentage of regrind in our blow molding products by up to 20%.

Akro-Mils facility in Wadsworth, Ohio: We recycle our own scrap by grinding and reusing it. Anything we cannot internally grind, we send out to a local recycler that has relationships with companies that can use it in their operations.



BUCKHORN LEADING THE WAY WITH SUSTAINABLE PRODUCTS

Buckhorn utilizes the most recycled resin among our family of brands in manufacturing its reusable containers, pallets and bins. In 2023, our Springfield, Missouri, location incorporated 19 million pounds of regrind (24% of total HDPE usage) in its products. One of Buckhorn's signature products manufactured with high percentages of regrind is our BR4845 extra-duty bulk box for the manufacturing and automotive industries. Made of structural foam panels and an injection-molded, two-piece welded base, this box is 100% recyclable and offers an alternative to disposable corrugated bulk boxes.

Buckhorn has several large agricultural customers that have successfully converted their mini-bulk packaging requirements from poly bags to durable, reusable plastic containers. These containers are constructed with regrind and last over 10 years. This significantly reduces seasonal bag disposal while improving the safety of customers' operations, alongside the safety of their valuable products.

Select customers, including Corteva and Syngenta, use a closed-loop approach to return these containers at the end of their useful life. The containers are recycled and reused for the production of new containers to be sent back into the field, creating a circular economy.



Enhancing Our Supply Chain Management System and Capabilities

Myers' commitment to product quality, availability and sustainability benefits from the effective management and control of our supply chain.

In 2022, we began rolling out a new, integrated supply chain planning solution to increase efficiencies, and in 2023, we expanded implementation of this system across all our business units. The system helps us better understand customer demand and how it impacts our sourcing and manufacturing efforts.

In turn, this drives internal efficiencies by allowing us to prioritize manufacturing of the most in-demand products to ensure availability, on-time delivery and quality customer service.

We have also formed additional transportation, logistics and distribution partnerships to help us reduce shipping distances, which will lower transportation-related emissions and offer greater convenience to our customers.

SCEPTER SUSTAINABLE IMPACT APPLICATIONS IN ACTION

Myers provides a variety of solutions that have reduced waste in our product packaging and shipping.

Reduced Packaging Waste

In 2023, our Scepter team introduced new fuel containers manufactured with radio-frequency identification (RFID) chips. The RFID chips allow us to track shipments while eliminating the cardboard packaging trays that used to serve this purpose. Scepter is also reducing the amount of plastic wrap used during shipping.

Scepter will begin shipping the new containers in 2024. We estimate the new RFID labels will reduce packaging waste by up to 25%.

More Sustainable Ammunition Containers

Scepter has been manufacturing resin-based ammunition containers since the early 2000s. These lightweight, reusable containers offer significant sustainability benefits compared to traditional wood and metal packaging solutions on the market.

Scepter invested time and resources to make these defense products up to 46% lighter than their traditional counterparts, making the containers easier to carry by military personnel and reducing the fuel burden to transport them. The military is also engaged in a program to collect them from user locations to be re-stenciled and reused to extend their useful life.





Planet

Myers Industries is deeply committed to promoting a healthy planet with a focus on circularity and sustainability throughout our operations and supply chain. We focus our initiatives and investments on minimizing waste, reducing emissions and fostering a culture of conservation. As part of our environmental management system, we are also committed to continuously improving our data collection and analytics to understand our impacts and how we can reduce them, and to enable us to provide more transparency to our stakeholders.

Investing in Continuous Improvement

2023 was a significant year in terms of investing in operational upgrades to make us more eco-friendly and energy- and resource-efficient across all our businesses. Many of our improvements provide productivity and quality benefits, in addition to helping us reduce our carbon footprint and contribute even more to a circular economy. Notable advancements in 2023 include:

- Installed a new air wash system that cleans and separates regrind plastic at our Buckhorn facility in Springfield, Missouri, our largest facility. By removing dust and other contaminants that can clog equipment, this new system has the potential to allow 30–40% more recycled material to be used in the products manufactured at this facility. It will also improve production cleanliness and reduce maintenance costs.
- Overhauled two large foam presses and introduced a new, high-efficiency structural foam press at our Springfield plant to make reusable packaging for the automotive industry that is 100% recyclable at the end of its useful life. The products manufactured by these new presses replace or significantly reduce the need for expendable single- or limited-use packaging.



- Replaced cooling towers, chillers, and water treatment controls in Springfield with high-efficiency equipment that has the potential to reduce energy usage by an estimated 12-18% as compared with the previous equipment.
- Installed four new, state-of-the-art, all-electric high-pressure injection molding machines. Two were installed at our Scepter business' Scarborough, Ontario, facility and two at our Akro-Mils facility in Wadsworth, Ohio, a significant step toward electrification and greater energy efficiency.

Looking ahead to 2024 and beyond, we are working to identify additional ways to improve our energy and water usage efficiency, and further reduce manufacturing waste by regrinding even more scrap to be reintroduced into our process.



Advancing our Disclosures

Myers is committed to advancing its disclosures to uphold high standards of transparency and environmental accountability. This includes participating in two leading frameworks that require extensive environmental disclosures:

- EcoVadis for sharing our sustainability performance with our supply chain
- CDP for disclosing our management approach to addressing climate change and related impacts

We report with reference to the Global Reporting Initiative (GRI) Standards and are currently assessing the financial impacts of climate-related risks and opportunities as outlined in the Task Force on Climate-related Financial Disclosures (TCFD) framework.

Energy and Emissions Management

Myers is committed to addressing climate change and greenhouse gas emissions through risk assessment and a thoughtful management approach. We understand that we play an important role in reducing the greenhouse gas emissions of our customers through improving efficiencies in our own operations and in the products we produce. We made significant progress in the past two years to capture our energy usage and emissions data by centralizing and advancing our data collection across the company. This streamlined data collection supported our ability to respond to CDP and EcoVadis in 2023 and will enable us to enhance our disclosures in future years.

We also use this information to identify key areas where additional improvements could yield the greatest environmental and economic benefits. We manage and monitor our energy and greenhouse gas emissions at both the enterprise and facility levels across Myers. This enables us to be strategic about our energy efficiency investments.

In 2024, we are looking at building-specific energy analysis, including compressed air studies, and exploring other energy efficiency and renewable energy opportunities. We look forward to sharing our progress in future reports.

ENERGY USAGE AND EMISSIONS DATA

Energy usage

(MMBtus)



Scope 1

(metric tons CO₂e)



Scope 2 (location-based)

(metric tons CO₂e)



Environmental Management Systems Approach

Myers has ambitious aspirations to continue to improve its environmental management and performance. Several of our facilities have obtained ISO 14001 certification, the internationally recognized standard for environmental management systems (EMS) at key manufacturing locations. In 2023, our Atlantic, Iowa, plant received its ISO 14001 certification and its ISO 9001 certification for quality management, increasing our total number of sites with ISO 14001 to five and ISO 9001 to 12.

We believe an effective, continuously improving EMS is critical for managing our environmental performance and delivering on our commitments to circularity and responsible resource management.

In 2023, we enhanced our [Environmental Health & Safety \(EHS\) Policy and Principles document](#) to include more specificity about our EHS organizational structure, safety and environmental audit programs, emergency response plans, safety training programs, and EHS and training data collection. Simultaneously, our [Supplier Code of Conduct](#) defines our commitment to responsible sourcing and environmental responsibility, thereby promoting sustainability throughout our supply chain. In addition to EHS, it specifically addresses topics such as human rights, child labor, forced labor, discrimination and legal compliance.

We are dedicated to fostering a culture of EHS compliance and best practices within our organization and in our supply chain. This commitment also includes regularly communicating with our employees and our partners so they understand our expectations and can ask questions and provide feedback.



Thank You
FOR WORKING SAFELY



People

At Myers, we pride ourselves on cultivating a work environment where engagement, safety and well-being are inherent in how we do business. We strive to foster a culture where every employee feels valued and supported, and we maintain commitments to learning and development, open communication and continuous improvement.

Advancing Our Safety Culture

Advancing our safety-first mindset is at the core of virtually every decision we make and is a key aspect of our One Myers culture. Our safety practices and procedures enable team members to perform their duties in a safe, secure and healthy environment. We reinforce our culture of safety at every opportunity, from onboarding to advanced and continued training of our employees, all while ensuring a strong feedback loop.

A Focus on Training and Collaboration

We provide robust training and collaboration programs to keep our employees engaged and attentive to safety in their everyday work. Core initiatives that reach across our operations include daily safety huddles, monthly safety training sessions and quarterly town hall meetings (where safety performance is

always part of the agenda). We also host job-specific training sessions to meet regulatory requirements and provide best practices to address high-priority areas, which include forklift safety (for operators and for those who work around forklifts) and laceration prevention. We also provide emergency response and first aid training. Our Monthly Safety Reports for management and employees are instrumental in keeping everyone focused on safety performance.

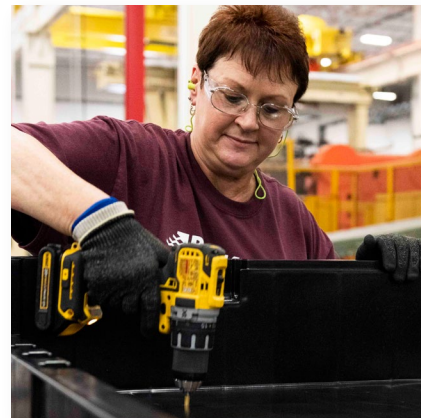
Commitment to a Culture of Safety

Our [Environmental Health & Safety \(EHS\) Policy and Principles document](#) states: "Our near-term goal is continuous improvement in reducing incidents, while our ultimate goal is: zero recordable injuries." Every year, we prioritize safety actions and improvements based on our EHS Journey Map for achieving our goal. Enhancements to our operations in 2023 included:

- Facilitating easier access to safety equipment through the installation of personal protective equipment (PPE) vending machines at our plants, which are stocked with approved tools, gloves and hearing protection
- Adding new EHS personnel at two of our sites
- Implementing a hazard identification card system to allow for better awareness of safety risks in our facilities, while engaging employees to offer input for a safer workplace
- Updating our Drug and Alcohol Policy to better align with our culture and current best practices
- Implementing various facility enhancements, including walkway improvements and clear navigational markings in busy areas
- Conducting independent third-party safety audits to help us refine our programs and practices

Looking ahead to 2024, we plan to expand our Management of Change process to help us systematically evaluate how changes in our processes and products could impact EHS factors.

Our near-term goal is continuous improvement in reducing incidents, while our ultimate goal is: zero recordable injuries.



SAFETY PERFORMANCE

Myers Industries Total Recordable Incident Rate*



*Full-Time and Flex Employees

Locations With No Recordable Injuries in 2023

Akro-Mils Distribution Center*

Akron, Ohio

Elkhart Plastics*

White Pigeon, Michigan

Myers Tire Supply Distribution Center

Akron, Ohio

Myers Tire Supply Distribution Center*

Alpharetta, Georgia

Myers Tire Supply Distribution Center*

Hingham, Massachusetts

Myers Tire Supply Distribution Center*

Houston, Texas

Myers Tire Supply Distribution Center*

Los Angeles, California

Myers Tire Supply Distribution Center*

Salt Lake City, Utah

Myers Tire Supply Distribution Center*

Southaven, Mississippi

Myers Tire Supply Distribution Center*

El Salvador

Myers Tire Supply Distribution Center*

Guatemala

Scepter

Scarborough, Ontario

Tuffy Manufacturing*

Cuyahoga Falls, Ohio

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

MYERS LAUNCHES SUPERIOR SAFETY ACHIEVEMENT AWARDS PROGRAM

In 2023, Myers introduced its Superior Safety Achievement Awards Program, designed to recognize and reward our employees' commitment to maintaining a safe and healthy workplace. The Awards Program is built on the principle that every employee plays a crucial role in creating a safe work environment. The program tracks upstream metrics, such as employee participation in safety training and auditing, and downstream metrics, such as injuries. Inaugural winners include the following locations:

- **Bristol, Indiana**
- **Southaven, Mississippi**
- **Scarborough, Ontario**
- **White Pigeon, Michigan**



Attracting, Retaining and Investing in Top Talent

Myers strives to hire the best in the field. We support and grow our people through comprehensive talent engagement and development programs that are designed to help every team member thrive and contribute to our success.

- **Employee Development Program:** We offer a wide range of training, mentorship and growth opportunities tailored to meet the individual needs and career aspirations of our employees. We are focused on ensuring that our team members can excel in their current roles and be prepared for future opportunities.
- **Standardized Employee Onboarding Process:** We believe a strong start sets the foundation for a successful career at Myers. Our employee onboarding process is standardized to ensure every new team member receives a consistent, comprehensive introduction to our company culture, values and practices.

Empowering Future Leaders

We offer comprehensive leadership training to help prepare individuals within our organization to advance their careers. Our focus on adaptability skills helps employees navigate an ever-changing workplace.

Our key leadership programs include:

- **Servant Leadership Program:** With a focus on the principle of leading by serving others, the Servant Leadership Program emphasizes the importance of empathy, listening and collaboration.
- **Leadership Development Program:** We partner with a renowned leadership consulting organization to offer a leadership development program that covers key competencies, including personal effectiveness, inspiring trust and strategic execution.
- **Executive Mentor Program Pilot:** Our Executive Mentor Program pairs emerging leaders with seasoned executives to provide guidance, share insights and facilitate networking within the organization.
- **Supervisor Training:** Recognizing the critical role of supervisors in team dynamics and performance, we conduct regular training sessions to enhance their skills in communication, conflict resolution and performance management.

INTERNSHIP PROGRAM OFFERS UNMATCHED EXPERIENCE

Our Internship Program provides ambitious, early-in-career individuals with real-world experience, mentorship and networking opportunities, builds relationships in the communities where we operate, and creates a pipeline for future talent. Our interns gain experience working with our Marketing, Finance, Supply Chain and Engineering teams; participate in immersion opportunities at various facilities; and engage with senior leadership during weekly roundtable meetings. Since its inception in 2022, this successful initiative has led to three interns converting to full-time roles at Myers.



Engaging With Our Team Members

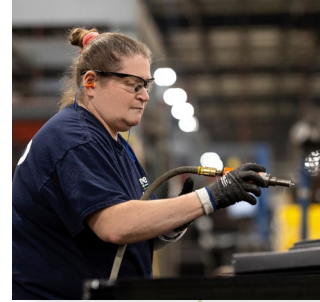
Myers is committed to fostering a participatory and informed workplace. We believe regular and meaningful communication and engagement with our team members is critical to bring out the best in our people. On a regular basis, we seek insights, feedback and participation from our employees and use what we learn to adapt and make changes to improve our company.

We connect with our workforce in the following ways:

- **Engagement Surveys:** We utilize comprehensive all-employee engagement surveys to gain insight into the workplace experience and help us identify strengths and areas for improvement. We share the findings and corrective actions with employees to demonstrate our commitment to transparency and action. In 2023, our engagement survey yielded 82% participation, and showed improvement over 2021 in our Engagement and Enablement scores.
- **Quarterly Town Halls:** Our quarterly town halls, hosted by our CEO, offer a dynamic platform for conversation about company performance, current metrics and strategic direction – safety and updates on our Three-Horizon strategy are always included on the agenda. Employees hear from leaders from across the company about different aspects of our business as well as educational topics such as Finance 101. Each town hall includes a Q&A session that continues until all questions have been answered. Our CEO also includes “shout outs” at every town hall to recognize exceptional contributions to our success from individual employees and teams.
- **Site-Level Engagement Committees:** Engagement Committees at each of our sites, including our headquarters, organize activities at work and in the community, address site-specific concerns and implement initiatives that enhance the work experience for everyone. At our Buckhorn facility in Springfield, Missouri, the engagement committee, recently renamed the Voice Committee, represents a cross-section of our workforce and plays a vital role in helping to shape policies and initiatives that affect our team members.

Building a Culture of Inclusivity

Myers is committed to building an inclusive workplace where every employee feels valued, respected and empowered. We strive to create a workspace where everyone, regardless of background, identity or perspective, can thrive and contribute to our collective success.



Externally, we collaborate with suppliers and partners that reflect our values and promote inclusion throughout our local communities. We also support initiatives and nonprofit organizations that have a meaningful impact on the communities that we serve.

Human Rights Policy: The Myers [Human Rights Policy](#) is a declaration of our dedication to uphold the dignity, rights and potential of every individual in our organization and our supply chain. It guides our business practices and interactions, ensuring we maintain the highest standards of fairness, equality and respect.

Supporting Our Communities

Can-do spirit is one of our core values and it is especially evident in the work we do to serve the communities where we live and work. 2023 was the first full year that our Engagement Committee structure was in place at each Myers facility. Having an Engagement Committee at each site enables us to focus on meeting local needs and supporting organizations that align with our core values and ESG priorities in Products, Planet and People, as well as Governance, Ethics and Integrity.

MYERS' CAN-DO SPIRIT IN ACTION: 2023 ENGAGEMENT COMMITTEE COMMUNITY OUTREACH AND DONATIONS

Littleton, CO

- Donated pet supplies and food to the Humane Society of South Platte Valley

Bristol, IN

- Participated in and donated to the Great Cardboard Boat Race for United Way
- Donated food to the Bristol Food Pantry
- Donated pet supplies and food to the Elkhart Humane Society
- Donated toys to Toys for Tots

Middlebury, IN

- Donated pet supplies and food to the Dogtown Resort

South Bend, IN

- Donated pet supplies and food to the Elkhart Humane Society

Atlantic, IA

- Donated pet supplies and food to the Atlantic Animal Society

Springfield, MO

- Donated essential items to Harmony House
- Sold green ribbon t-shirts for mental health awareness and donated proceeds to KVC Missouri
- Partnered with the Adopt-A-Street program and adopted Partnership Boulevard

Weldon, NC

- Organized a holiday donation drive to Union Mission

Akron, OH

- Donated to Maui Fire Relief Fund through United Way
- Participated in the Akron Marathon, which benefited Habitat for Humanity
- Partnered with Wishes Can Happen for the Summer Fest fundraising
- Volunteered at Ronald McDonald House

Alliance, OH

- Donated to the local food pantry, Alliance Community Pantry

Milford, OH

- Donated to the Maui Fire Relief Fund through United Way
- Organized a food drive to support the local food pantry, Feed Our Flock
- Provided holiday gifts for families through the Salvation Army of Cincinnati
- Organized a pet food drive for the local animal shelter, Clermont County Animal Shelter
- Participated in a school supply drive benefiting the local school district and Matthew 25 Ministries
- Volunteered with Matthew 25 Ministries

Wadsworth, OH

- Sold t-shirts and donated all proceeds to the Medina County Alcohol, Drug Addiction & Mental Health Board (ADAMH)

Scarborough, ON

- Collected and donated Christmas gifts to Sick Kids Hospital in Toronto

Ridgefield, WA

- Donated pet supplies and food to the Vancouver Humane Society





Governance, Ethics and Integrity

Our ESG pillars are supported by a strong foundation of governance, ethics and integrity. As One Myers, we embrace these principles across the organization to improve performance and promote trust with our stakeholders.

ESG Governance and Oversight

Our President and Chief Executive Officer serves as executive sponsor of our cross-functional, leadership-level ESG Steering Committee. The committee guides our strategy, drives progress on key initiatives and facilitates ESG engagement with our businesses and employees. It was recently expanded to include two new functions, sales and engineering, which broadened the expertise of this team even further.

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

MYERS' ESG-RELATED POLICIES ARE PUBLICLY AVAILABLE

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

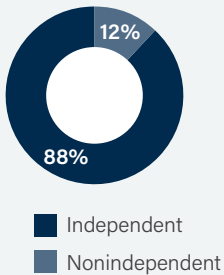
Board Composition

Our Board of Directors possesses a diverse mix of qualifications, skills and experiences that enable it to successfully oversee Myers' strategic priorities and provide effective oversight. We recognize the 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.

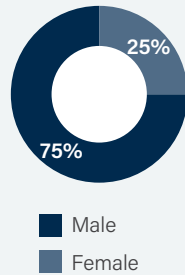


BOARD DEMOGRAPHICS AND QUALIFICATIONS

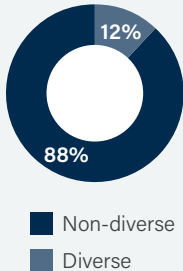
Director Independence



Gender Diversity



Racial Diversity

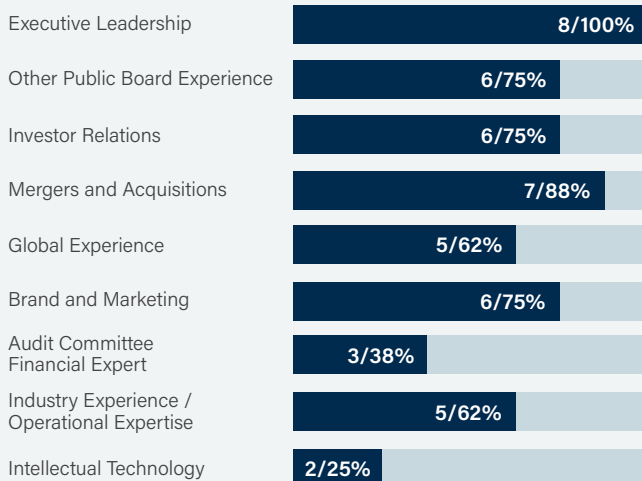


Board Tenure



SKILL

DIRECTORS (Number / %)



CORPORATE GOVERNANCE PRACTICES AND POLICIES

Myers regularly evaluates and actively monitors our corporate governance practices and policies to ensure alignment with our stakeholders' interests. Our commitment to the highest standards of governance, ethics and integrity has been illustrated through a number of positive actions taken over recent years. We firmly believe that sound corporate governance is in the best interests of our shareholders and strengthens accountability within the organization. See below for a list of those practices and related policies.

Annual Director Elections	Yes
Independent Board Chair	Yes
Non-employee Director Independence	100%
Committee Independence	100%
Number of Financial Experts	3
Board Gender Diversity	25%
Board and Committees Annual Self-Evaluations	Yes
Director Overboarding Policy	Yes
Stock Ownership Guidelines	Yes
Anti-Hedging and Anti-Pledging Policy	Yes
Code of Ethics and Business Conduct	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

Source: [2024 Proxy Statement](#)

Ethics and Integrity

Myers operates 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 are fundamental to our success.

Code of Ethics and Business Conduct

Our [Code of Ethics and Business Conduct](#) (“the Code”) guides principled decision-making for everyone at Myers. All employees receive the Code upon starting their careers at Myers and must provide written acknowledgment of their understanding of their personal responsibility to uphold the commitments outlined in the Code. We are committed to providing every employee with annual training on the updated Code.

The Code was updated in 2024 to:

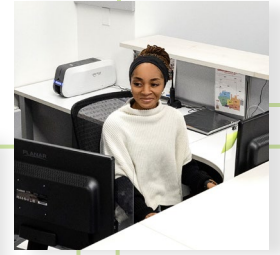
- Add new policies such as Antitrust & Competition, Export and Import Controls and Money Laundering
- Incorporate existing policies that were not previously disclosed such as Insider Trading, Gifts, Anti-Discrimination, Human Rights, Drug-Free Workplace, and Environmental Health & Safety into the Code
- Strengthen several existing policies such as Confidential Information and Intellectual Property, Records Management, Company Records, Protection and Use of Company Assets, Conflicts of Interest, Bribery and Fair Dealing

Compliance

We are committed to complying with all applicable legal and regulatory requirements. Employees are expected to report any potential ethics or compliance violations and any harassment, threats or safety concerns directly to their immediate supervisor, a Human Resources team member, the Company’s senior legal officer or anonymously using our toll-free ethics hotline or web portal, administered by a third party. All reports are investigated promptly and appropriately, and we strictly prohibit retaliation in any form against employees who submit a concern. The Company encourages customers and suppliers to do so as well.

Supply Chain Responsibility

Our commitments and expectations related to integrity, compliance, safety and well-being also extend to our supply chain. As outlined in our [Supplier Code of Conduct](#), our business partners and suppliers are required to operate in a manner that is consistent with our values and aligned with high standards for ethics and compliance.



Human Rights

We respect and promote human rights as a fundamental value. Our [Human Rights Policy](#) defines our commitment to human rights in our own operations and throughout our supply chain. We are dedicated to providing fair wages and working hours, as well as a safe work environment for all employees. We specifically prohibit the use of child and forced labor and discrimination of any kind.

Cybersecurity

Protecting the confidentiality and security of 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 all our stakeholders.

Myers takes cybersecurity threats seriously. To prevent and mitigate the risk of cybersecurity attacks, we conduct annual internal and external attack and penetration testing and maintain security measures, including employing 24/7 intrusion-detection monitoring and enabling multifactor authentication to access the Company’s secure data network, appropriate applications and data repositories, including Human Resources. In addition, the Company maintains disaster recovery and incident response plans, which include retainer contracts for third-party cybersecurity response specialists. We also maintain cyber insurance.

Additionally, we deploy weekly email phishing campaigns and conduct ongoing cybersecurity training for employees through our learning management system to raise awareness and promote best practices.

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 Vice President, Information Technology (IT) reports to the Board on cybersecurity and IT matters annually as well as on an as-needed basis quarterly.

Leadership

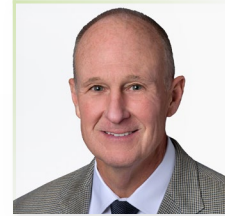
CORPORATE MANAGEMENT / EXECUTIVE TEAM



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



// **GRANT FITZ**
Executive Vice President and Chief Financial Officer



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



// **JIM GURNEE**
Vice President, Commercial Excellence
Vice President, Distribution Segment



// **DAVE BASQUE**
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



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



// **KEVIN MCELGUNN**
Vice President, Strategy and Corporate Development



// **SUE A. RILEY**
Senior Corporate Counsel and Secretary



// **FLAVIA PACHI**
Vice President, Financial Planning & Analysis and Treasurer



// **MEGHAN BERINGER**
Senior Director, Investor Relations

Leadership

BOARD OF DIRECTORS



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



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



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



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



// **JEFFREY KRAMER**
Chairman, Corporate
Governance Committee and
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

MYERS INDUSTRIES, INC.

1293 South Main Street // Akron, Ohio 44301 // myersindustries.com