

Protecting Our World with Sustainable Solutions



About This Report

Myers Industries' 2024 Sustainability Report profiles our ongoing commitment to protecting our world with sustainable solutions by detailing our initiatives and progress throughout 2024 and into early 2025.

Prepared in conjunction with Global Reporting Initiative (GRI) Standards, this report shares meaningful updates on our sustainability programs and their impact on our organization and the many industries and stakeholders we serve. For questions or feedback about this report, please email ESG@myersind.com.



NYSE DISCLOSURES

In 2024, the Company submitted to the New York Stock Exchange an unqualified Section 12(a) certification by its chief executive officer indicating that he was not aware of any violation by the Company of the NYSE corporate governance listing standards. In addition, the Form 10-K for the year ended December 31, 2024, filed with the Securities and Exchange Commission contained the Section 302 and 906 certifications by the Company's chief executive officer and chief financial officer.

FORWARD-LOOKING STATEMENTS DISCLOSURES

This report and the foregoing letter from our president and chief executive officer contain "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 9 of the Annual Report on Form 10-K for the year ended December 31, 2024, 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.

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**Aaron M. Schapper**

President and Chief Executive Officer

Dear Stakeholders,

Welcome to the 2024 Sustainability Report for Myers Industries. As the company's new President and CEO, I am honored to lead an enterprise that delivers results and prioritizes responsible growth. Sustainability is deeply woven into the fabric of our business, and I'm proud to carry that commitment forward.

Worth noting is that the theme of this year's report, Protecting Our World with Sustainable Solutions, aligns seamlessly with our broader companywide mission of Protecting the World from the Ground Up. Together, these statements define our comprehensive approach to sustainability: We ensure that our products safeguard materials and assets while also contributing to the safety and wellbeing of the people who use them—all while minimizing our environmental footprint.

This report, now in its fourth year, highlights the meaningful progress we've made and the continued steps we're taking to build a stronger, more responsible future. I am pleased to share how we are embedding environmental and social priorities across our operations to drive efficiency, reduce impact, and deepen stakeholder trust.

OUR SUSTAINABILITY FRAMEWORK

At Myers, our sustainability strategy is built around three core pillars: Products, Planet, and People. These pillars guide our efforts to create long-term value while advancing environmental stewardship, social responsibility, and innovation. Underpinning

this work is a strong foundation of governance, ethics, and integrity—the Principles that define how we operate and make decisions.

PRODUCTS

Advancing a circular economy remains a priority for Myers. Each year, we focus on extending the lifecycle of our products through thoughtful design and material reuse. Many of our products are manufactured using recycled plastic and after years of reliable use, customers recycle or return these products to us for reprocessing. We then incorporate recovered material into new products and sell them back to these customers—closing the loop on waste and reinforcing our commitment to resource efficiency and sustainable manufacturing.

Additionally, Signature Systems—a global manufacturer of composite matting, turf protection, and event flooring solutions that we acquired last year—earned certification from Bureau Veritas for its End-of-Life Recycling Program, validating that all its products are fully recyclable within a closed-loop system.

PLANET

Under this pillar, Myers is committed to minimizing its environmental impact and integrating sustainability into day-to-day operations. In 2024, we reduced greenhouse gas emissions (GHG) and improved energy efficiency at many of our facilities by upgrading equipment and optimizing plant operations. We also maintained Environmental Management Systems aligned with ISO 9001 standards across our rotational molding facilities.

As part of our enterprise-wide ESG reporting, we disclose sustainability progress each year through respected third-party platforms—including CDP and EcoVadis—and track and publish an annual GHG Report, which features Scope 1 and Scope 2 emissions. We also maintain a companywide focus on minimizing waste in all forms, including packaging, pallets, scrap materials, and logistics.

PEOPLE

The safety story at Myers is impressive and reflects our deep and ongoing commitment to protecting our people. Through consistent investment in training, personal protective equipment, audits, real-time feedback, on-site workshops, and third-party assessments, we achieved a 26% reduction in year-over-year recordable injuries in 2024. Most notably, 80% of our sites recorded incident rates below the industry average—a strong indicator of the effectiveness of our programs.

While safety is a top priority, our commitment to our people goes even further. We foster employee engagement through regular town halls, feedback initiatives, and career development programs, and we regularly review our benefits to ensure their competitiveness. In fact, a recent review was the catalyst for increasing the length of our paid parental leave. Our support also extends beyond the workplace, as we partner with local organizations and encourage volunteerism to strengthen the communities where we live and work. These efforts reflect the dedication, compassion, and pride of employees throughout Myers.

PRINCIPLES

At the core of our sustainability commitment is a solid foundation built on the principles of strong governance, ethical conduct, and integrity. From our Board of Directors to our senior leaders to our Executive Leadership Team, we are actively engaged in managing the company day-to-day and accountable for our results.

We entered 2025 with a clear view of the headwinds ahead and have already taken decisive action by launching our Focused Transformation initiative, which is outlined in greater detail in our 2024 Annual Report.

As the new leader of Myers Industries, I am energized by the strength of our team and the clarity of our purpose. Sustainability is our responsibility—and a strategic priority that aligns with how we lead, operate, and grow. I look forward to the work ahead and sharing our continued progress with all stakeholders.

Sincerely



Aaron M. Schapper

President and Chief Executive Officer

Myers Business Segments

MATERIAL HANDLING

Our Material Handling Segment engineers and manufactures a broad range of innovative and sustainable plastic and metal solutions. These products provide specialized protection capabilities and deliver exceptional value to customers across numerous industries, including industrial, construction, infrastructure, agricultural, military, automotive, food processing, marine, recreational vehicle, and more.

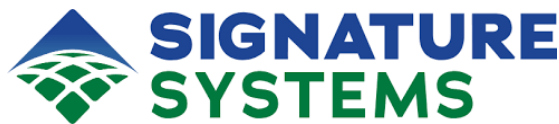


DISTRIBUTION

Our Distribution Segment is the nation's largest distributor of tools, equipment and supplies for the tire, wheel, and under-vehicle service industry. The segment serves fleet professionals, tire dealers, auto dealerships, retreaders, and government and school systems with more than 30,000 SKUs to ensure the safe and reliable movement of products and people.



INTRODUCING:



SUSTAINABILITY IN ACTION

In February 2024, Myers Industries acquired Signature Systems, a global provider of composite matting, turf protection, and event flooring solutions. Signature Systems designs recyclable products that reduce single-use materials and prevent environmental cross-contamination, contributing to Myers Industries' sustainability journey.

SIGNATURE SYSTEMS' 2024 SUSTAINABILITY ACHIEVEMENTS INCLUDE:

Receiving 442 full mats from customers as part of our End-of-Life Recycle Program, **up from just 50 full mats in 2023**, when the program was launched.

Increasing **yearly internal regrind usage in production by 256%**, from approximately 772,000 pounds in 2023 to more than 2.75 million pounds in 2024.

Purchasing **4.7% more external recycled material** for production, from 1.16 million pounds in 2023 to 1.21 million pounds in 2024.

Saving more than 54,400 trees in 2024 and **cutting CO₂ emissions** by more than 2 million pounds.

Our Approach to Sustainability

We take sustainability seriously across all of our businesses, and we continuously seek new ways to better serve our customers, support and protect our employees, and positively impact the communities where we operate.

Our three sustainability pillars—Products, Planet, and People—encompass the areas of focus most important to Myers Industries. The pillars are supported by a strong foundation of Principles that include Governance, Ethics, and Integrity.



PRODUCTS

With extensive expertise in plastics and metal manufacturing, we engineer material-handling products that help customers move, store, and protect critical materials. Sustainability is at the core of our operations, with recyclability, reusability, and waste reduction integrated into several aspects of our products and processes. By prioritizing regrind and reprocessed materials, we actively contribute to the circular economy. Our durable products, combined with a strong commitment to recycling and reuse, reinforce our dedication to responsible manufacturing and help customers minimize their environmental footprint.



PLANET

We are committed to circularity, conservation, and responsible resource management, continually investing in energy-efficient upgrades to protect the planet while improving cost efficiency. Our efforts to reduce emissions and optimize energy usage reflect our dedication to sustainability. Additionally, our expanded recycling initiatives enable us to recover and repurpose significant amounts of post-industrial material, reinforcing our commitment to waste reduction and resource efficiency.



PEOPLE

We cultivate a work environment where every employee feels valued and supported through continuous learning, open communication, and a dedication to ongoing improvement. Our rigorous safety protocols have made Myers Industries a safer place to work, while our efforts to reduce recordable injuries and maintain low incident rates underscore our proactive approach to workplace safety. Additionally, we empower our people and communities through enhanced benefits, leadership development initiatives, and active involvement in local disaster relief and volunteer efforts.



PRINCIPLES

Our commitment to governance, ethics, and integrity promotes optimal performance and builds trust with our stakeholders. We ensure transparency and accountability through publicly available sustainability policies and adherence to corporate governance best practices. Our dedication to these values is reflected in our updated Code of Ethics, which strengthens and expands key policies.



Products

We continue to drive sustainability and advance the circular economy through innovative material reuse, recycling, and closed-loop initiatives across Myers Industries' family of brands. We're leading the way in optimizing resource efficiency, integrating regrind materials, and developing programs that reduce environmental impact, all while maintaining the highest standards of product safety, durability, and quality. Through these efforts, we deliver products that are both environmentally friendly and built to last.

ADVANCING THE CIRCULAR ECONOMY

In 2024, 18% of all polyethylene (PE) used companywide consisted of regrind or reprocessed material. Since acquiring Signature Systems in February 2024, Myers Industries has significantly benefited from Signature's material regrind and reuse efforts, reinforcing the Company's role in driving a circular economy through sustainable product manufacturing.

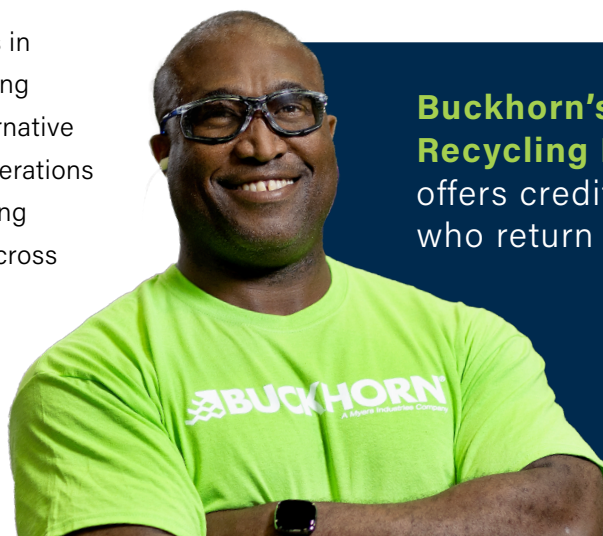
The Regrind Initiative launched in 2024 is also driving closed-loop recycling and has already helped a customer reduce CO₂ emissions by 30%. Through these initiatives and many others, we are making a tangible environmental impact while empowering customers to meet their own sustainability goals.

CLOSING THE LOOP ON REGRIND & REUSABILITY

Myers Industries has made significant strides in optimizing regrind material usage, reintegrating internally generated scrap, and sourcing alternative open-market regrind materials. Dedicated operations and supply chain teams are continually refining processes to enhance sustainability efforts across all manufacturing businesses. Year over year, Myers Industries has achieved a 5% increase

in material recovery, with projections trending toward 14.1 million pounds in recovered materials for 2024—up from 13.45 million pounds in 2023. (These figures do not include internal regrind from Springfield, Missouri, manufacturing scrap.) This increase reflects the Company's ongoing commitment to the circular economy and resource efficiency.

Leveraging advanced regrind technology, Myers Industries has also improved sustainable manufacturing practices, processing plastic waste into reusable material and maximizing the use of inbound virgin materials. Nearly 99% of all resin purchased is consumed within production, with excess material diverted from landfills and sent for recycling. Additionally, all applicable products are labeled for post-consumer recycling, reinforcing our commitment to waste reduction and resource optimization.



Buckhorn's End-of-Life Recycling Program offers credits to customers who return used products.





NOTABLE SUCCESSES ACROSS MYERS

- In 2024, Signature Systems used more than **2.75 million pounds of internal regrind in production**—a significant jump from 772,007 pounds in 2023.
- At Scepter, we **use an exceptionally high percentage of our inbound virgin material to make our products, meaning we produce very little waste**. We are able to do this by employing various internal recycling processes. The small amount of material we do not use in our manufacturing processes is sent to a third party for recycling.
- Scepter consumes virtually all of its own **recycled material in its manufacturing process**.
- In partnership with Re-Gen, our Indiana rotational molding plants—located in South Bend, Bristol, and Middlebury—sent more than **1 million pounds of scrap material off-site for recycling and subsequent reuse** in our products.

TAKE-BACK PROGRAMS

Myers Industries has implemented formalized end-of-life recycling programs with industry leaders in the automotive, beverage, and agriculture industries, offering credits for new products to customers who return used products. These products are then reground and reintroduced into production, reinforcing our closed-loop sustainability model. Repair programs further support this initiative. Businesses like Buckhorn work with third-party companies to refurbish products to extend their product lifecycles and avoid the need for a replacement.



RECYCLING OUR PRODUCTS TO MAKE NEW ONES

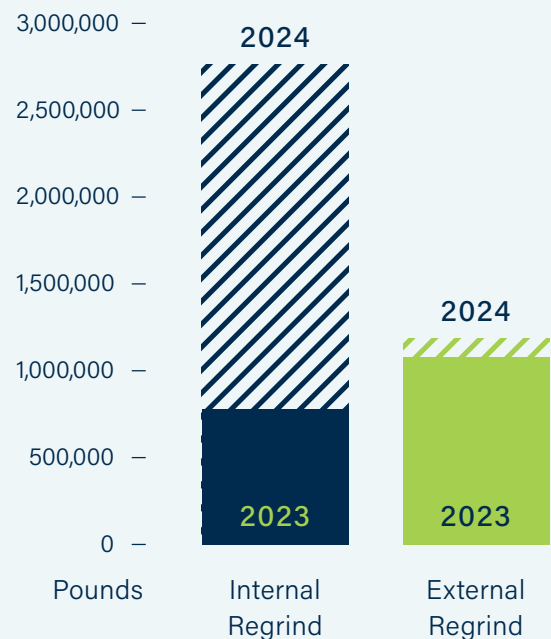
Myers Industries' End-of-Life Recycling Program, which allows customers to return used mats for recycling, has become one of our most notable sustainability success stories. In 2024 alone, 465,000 pounds of post-industrial recyclable material was processed through this initiative by Signature Systems. Additionally, the number of returned full mats increased from 50 in 2023 to 442 in 2024, demonstrating strong interest and engagement from customers in observing sustainability practices.



Signature Systems earned a certification from Bureau Veritas for its End-of-Life Recycling Program, certifying all products are fully recyclable and that it operates a closed-loop process.



Regrind Growth: 2023 to 2024





Planet

We take a comprehensive approach to managing energy and emissions across our operations by embedding sustainability and circularity into our business and supply chain. Our initiatives and investments focus on minimizing waste, reducing emissions, and fostering a culture of conservation, all while enhancing efficiency and environmental responsibility. For example, in 2024, we expanded our use of regrind to reduce reliance on virgin materials, increase recycled content in manufacturing, and cut waste.

Actively evaluating energy usage across our facilities with robust data collection and analytics capabilities makes a sizable difference. By gaining deeper insights into our environmental impact, we make more informed decisions to reduce our footprint and provide greater transparency to our stakeholders. Through these efforts, we remain dedicated to promoting a healthier planet and driving meaningful, measurable progress.

REDUCING EMISSIONS ACROSS MYERS

Helping customers transition from wood mats to composite alternatives was one of Signature Systems' most impactful achievements in 2024. For example, these efforts reduced emissions for customers by more than 2 million pounds, up from 1.8 million pounds in 2023. Additionally, the transition helped save more than 54,400 trees in 2024—an increase from approximately 45,600 trees the year prior.

UPGRADING EQUIPMENT

We are taking proactive steps to build sustainable manufacturing processes across businesses by

upgrading equipment and implementing energy monitoring technology. For example, rebuilding presses with new controls, motors, and hydraulics has improved accuracy and reduced scrap and power consumption at Buckhorn's Springfield, Missouri, facility. Replacing the final section of a 25-year-old electrical distribution bus duct has reduced power loss while providing efficient high amperage. Upgrading sections of electrical and closed-loop water treatment systems, installing more efficient lighting, and transitioning from hydraulic to electrical energy have lowered energy usage across businesses as well. For example, replacing presses

Myers Energy Usage & Emissions Data*

TOTAL ENERGY USAGE

2022	932,286.54
2023	841,471.78
2024	788,113.03

SCOPE 1

2022	28,348.61
2023	24,569.31
2024	22,732.33

SCOPE 2

2022	45,420.58
2023	41,296.74
2024	37,987.31

*Data has been recalculated to account for the Signature Systems acquisition. See GRI Content Index for details.



that are 20+ years old with with new hybrid technology has greatly improved efficiency for Akro-Mils in Wadsworth, Ohio, while reducing scrap and energy consumption.

ENERGY SAVINGS

In 2024, Scepter upgraded and replaced its core manufacturing equipment with new energy-efficient servo motors and interconnected machines. Scepter's 2024 facility upgrades and energy savings include:

- Two energy-efficient injection molding machines with servo motors, resulting in an **annual savings of 168,000 kWh**
- A variable speed 150 HP air compressor, saving **174,000 kWh annually**
- Two 100-ton chiller replacements, **cutting energy use by 210,000 kWh per year**

Implementing AI-powered Guidewheel software, which uses sensors to monitor electricity usage and machine efficiency, has also enabled us to make real-time adjustments on the floor and further optimize performance across our businesses.

WASTE REDUCTION

We launched multiple recycling and packaging optimization programs to curtail waste generation in 2024. For example, 32% of pallets purchased companywide were recycled pallets.

Reducing Packaging

Myers Industries is minimizing packaging or eliminating it altogether across businesses. Signature Systems only uses skids and pallets for packaging products (which can be reused and recycled), greatly cutting the amount of packaging materials sent to landfills. Scepter sources

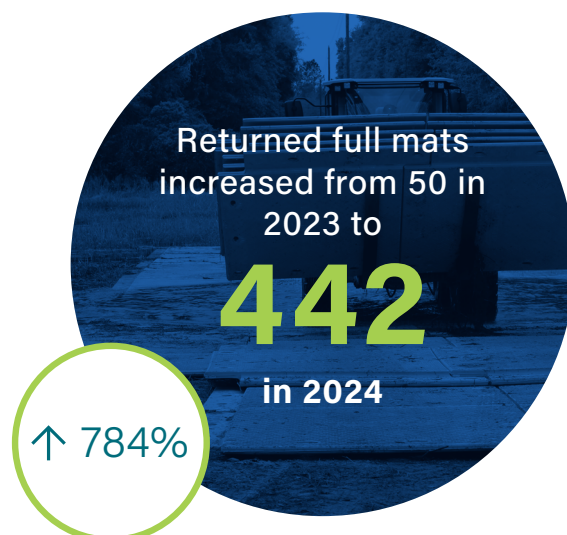
corrugated materials locally to support social and economic development and uses returnable totes to minimize waste. Myers also collaborates with certified recyclers to dispose of outdated IT equipment, partnering with 501(c)(3) organizations in some areas.

Making Packaging Improvements

In Scepter's Miami, Oklahoma, facility, 85% to 90% of packaged product units are now RFID chipped, which allows us to track shipments without cardboard packaging trays that originally served this purpose. Introduced in 2023, this strategy has minimized plastic wrap in shipping, reducing corrugated waste by 25%.

Recycling Pallets

We continued to support customer sustainability goals in 2024 through several packaging improvements. For example, one of Scepter's pallet programs recycles approximately 2,000+ wood skids annually. Another allows us to contribute 17,500 pallets into a B2B pallet use and recycling network. Finally, we participated in a customer program for the use of shared and reused pallets in 2024.





LIGHTER MILITARY PRODUCTS, GREATER IMPACT

Military products are a growing sector for Myers Industries, playing a key role in our sustainability efforts by contributing to substantial fuel savings and emissions decreases on military transportation costs. For example, Scepter's military packaging is 14% to 35% lighter than traditional alternatives due to their design, while its military fuel cans are 41% lighter, reducing stress on military personnel.

In 2024, Scepter's lightweight containers for the defense industry contributed to a total weight savings of nearly 3.2 million pounds, helping reduce fuel consumption by an estimated 12% to 20%. Looking ahead to 2025, Scepter is committed to furthering its sustainability advancements, including the development of a long-term product return program with the military.

Scepter's lightweight containers for the defense industry helped **reduce fuel consumption by an estimated 12% to 20%.**

↓ 20%

ENVIRONMENTAL FACILITY COMPLIANCE

We maintain ISO 14001 certification at 16% of our locations and ISO 9001 certification at 88% of our manufacturing sites, reinforcing our commitment to environmental responsibility, quality assurance, and safety excellence. All facilities routinely assess their permitting needs to remain compliant with regulatory requirements related to air quality, stormwater management, and other environmental factors.

LOGISTICS PLANNING & FLEET OPTIMIZATION

We work closely with distribution partners to identify and implement route efficiencies. These efforts reduce excess fuel consumption and transportation emissions and help avoid empty trailer runs.

SUSTAINABILITY DISCLOSURE

We participate in industry-recognized platforms such as EcoVadis and CDP to disclose and measure our sustainability performance year over year.

Key Sustainability Highlights



Implemented high-efficiency manufacturing equipment and monitoring systems to measure performance



Elevated our sustainability footprints with programs like EcoVadis and CDP



Saved more than 54,400 trees in 2024 and cut CO₂ emissions by more than 2 million pounds



Strengthened our commitment to reducing waste by ensuring that nearly one-third (32%) of all pallets purchased were made from recycled materials



People

We recognize that our people are our greatest asset, and we have dedicated ourselves to creating a safe, engaged, and community-driven workplace. In 2024, Myers Industries achieved an impressive reduction in year-over-year recordable injuries, highlighting the effectiveness of our safety initiatives.

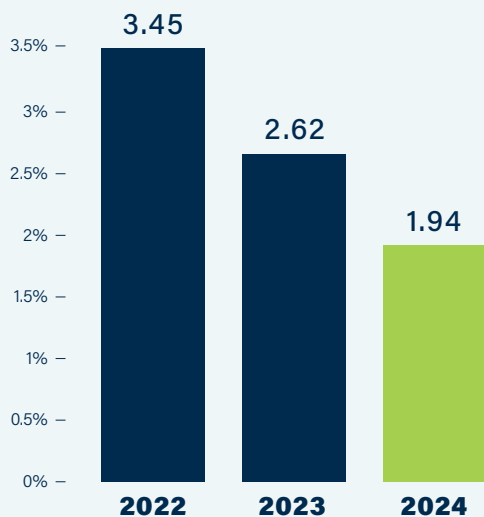
We also prioritize our employees and their career development. In 2024, 100% of our team members received an annual performance review, reinforcing our dedication to professional growth and success.

INCREASING WORKPLACE SAFETY

In 2024, we achieved a 26% reduction in recordable injuries, with 16 of 20 sites (80%) maintaining incident rates below industry averages.

By maintaining an incident rate of 1.94% in 2024, well below the industry average of 2.9%, we have demonstrated a consistent downward trend in our Total Recordable Incident Rate (TRIR) throughout the past three years, positioning Myers to surpass its lowest historical TRIR in history of 1.83% by the end of 2025.

Myers TRIR



The following initiatives supported our safety achievements in 2024:

- Each site completed **two safety trainings per month**, focusing on OSHA topics and best practices that are vital in cultivating a culture of safety across the Company.
- The Environmental Health and Safety (EHS) team actively **implemented safety and efficiency projects** recommended by their insurance provider, contributing to cost savings and enhanced safety measures.
- The Superior Safety Awards**, initiated in 2023, continues to promote adherence to safety standards throughout the Company by recognizing exemplary safety practices.
- The Early Intervention Program**, currently deployed at one site with plans for future expansion, included visits from an athletic trainer and physical therapist to promote healthy physical well-being for employees and train them on safe and proper movement mechanics.



RECOGNIZING SCEPTER WITH THE SUPERIOR SAFETY AWARD

Both Scepter facilities saw significant improvement in their safety records from 2023 to 2024, with the Ontario location winning the Superior Safety Award in both years. Safety achievements are a standing agenda item in every town hall, underscoring their importance and recognizing team successes.

EMPLOYEE FEEDBACK MECHANISMS

In 2024, the EHS team began holding monthly meetings with key leaders and safety teams at each location to review a set agenda. Each meeting also includes a designated safety training topic for all attendees, such as control of hazardous energy or electrical safety. This program has fostered a new level of collaboration centered around safety.

We also introduced the Safety Perception Survey to every Myers Industries location in 2024, which has enabled us to gather more team feedback and strengthen companywide safety programs.

LEADERSHIP & CAREER DEVELOPMENT

To foster professional growth and development, we partnered with FranklinCovey in 2024 to launch 6 Critical Practices, a 12-week, companywide program for managers designed to enhance leadership capabilities. We also provided access to LinkedIn Learning for employees across the company, which included developing a training course focused on sustainability that was completed by our Supply Chain team.

In total, more than 400 employees—57% of our salaried workforce—completed approximately 1,700 hours of self-directed learning through FranklinCovey and/or LinkedIn Learning during the first year of these programs.

ENGAGING & EMPOWERING OUR PEOPLE

We place great importance on employee engagement and empowerment through proven human resources practices. The CEO leads four enterprise-wide town halls each year, supplemented by quarterly meetings run by various business units to keep employees informed, engaged, and motivated.

EMPLOYEE BENEFITS

Myers Industries is also evolving its benefits and wellness offerings by expanding parental leave from four weeks to six weeks beginning in early 2025. Additionally, our Marketplace Care Partners team provides employees and their families with compassionate care and personal support at no cost, with approximately 50 care partners available to support employees across multiple sites.

The user-friendly mymyersbenefits.com site also helps employees make the most of their benefits, offering resources on retirement planning, financial advice, Medicare eligibility, and personalized informational sessions to support long-term goals.



57%

More than **400 employees—57% of our salaried workforce—** participated in the FranklinCovey program and/or LinkedIn Learning opportunities.



COMMUNITY INVOLVEMENT

Volunteering and Charitable Giving

Serving communities across the United States remains a top priority. Many of our sites have dedicated engagement committees that lead efforts to connect their employees with meaningful community causes such as raising funds for childhood cancer, volunteering at food banks, and organizing food and clothing drives. Buckhorn also donated bins to Convoy of Hope, which used them to deliver items to Florida residents impacted by the hurricanes.

Natural Disaster Relief, Delivered

Myers Industries supported disaster relief efforts for communities impacted by Hurricane Helene and Hurricane Milton in 2024, marking one of the Company's most impactful responses to an environmental crisis. In partnership with a key customer, we quickly fulfilled a significant purchase order for more than 4,000 MegaDeck heavy-duty composite mats that were shipped to North Carolina for FEMA's use in creating a staging area for equipment, tents, and shelters. The order was mobilized swiftly, with proactive discussions about inventory management and production planning to ensure the mats were delivered almost immediately following the purchase order. Understanding the critical need for access to clean water and fuel, we also worked closely with our retail partners to ensure that our portable containers reached impacted areas as quickly as possible.

Additionally we provided relief trucks and products like Matrax during and after disasters to serve as flooring for tents and shelters around the world. We maintain strong relationships with customers who stock these products, enabling them to act quickly whenever and wherever natural emergencies occur.



Myers moved swiftly to fulfill a purchase order for more than 4,000 MegaDeck composite mats, delivering critical support to North Carolina in the wake of Hurricane Helene.

Principles

We prioritize robust governance and oversight structures to promote transparency and accountability. Myers Industries has developed a list of publicly available policies accessible to stakeholders, further amplifying the transparency of our practices. Corporate governance practices and policies are also in place to foster ethical behavior and compliance throughout the organization.

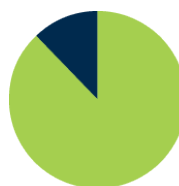
CORPORATE GOVERNANCE PRACTICES & POLICIES

We continued demonstrating our commitment to sound corporate governance practices in 2024. We firmly believe that responsible corporate governance is in the best interest of shareholders and strengthens accountability within the organization. The following is a summary of our current governance practices:

Annual Director Elections	Yes
Independent Board Chair	Yes
Non-Employee Director Independence	100%
Committee Independence	100%
Number of Financial Experts	3
Board and Committees Annual Self-Evaluations	25%
Director Over-Boarding	Yes
Stock Ownership Guidelines	Yes
Anti-Hedging and Anti-Pledging	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 Nominations	Yes

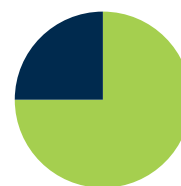
BOARD COMPOSITION

Myers Industries maintains an experienced Board focused on shareholder value creation. The Board is composed of eight members, all of whom are independent other than Myers President and CEO Aaron Schapper. The graphs below highlight the nominated Board's composition and experience.



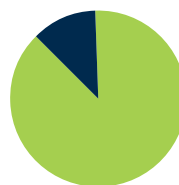
Director Independence

■ Independent 88%
■ Non-Independent 12%



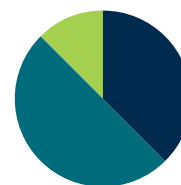
Gender Diversity

■ Male 75%
■ Female 25%



Racial Diversity

■ Non-Diverse 88%
■ Diverse 12%



Board Tenure

■ 0-5 Years
■ 6-10 Years
■ 11+ Years



CYBERSECURITY INITIATIVES

In 2024, Myers Industries and its Information Technology team made significant advancements in cybersecurity and risk management to address the growing risks of operating in today's digital landscape, including:

- Introduced mandatory **cybersecurity training** for all new hires
- Prepared for **CMMC2 Level 2 certification** as part of its commitment to comply with Department of Defense requirements
- Rolled out new playbooks that provide **step-by-step response plans** for emergency cases, particularly for business email compromises
- Performed **tabletop exercises** facilitated by third-party experts that simulate scenarios where a cybersecurity incident occurred, allowing employees to practice their responses in a controlled environment
- Implemented more **robust login requirements** for accessing data from international locations
- Conducted **weekly unannounced phishing email tests** to assess employee readiness. Follow-up training is provided for those who do not pass these tests, ensuring continuous improvement in cybersecurity best practices
- Evaluated companywide cybersecurity posture through **regular testing**, including external tests at the beginning of the year and both internal and external tests mid-year. Rotating external testing providers helps the Company gain new perspectives and address any potential security gaps
- Conducted a **weekly GAP analysis** for the past five years to ensure compliance with Myers' cybersecurity procedures and standards

ETHICS & INTEGRITY

Updated in 2024, our new [Code of Ethics](#) has strengthened several key policies, enhancing the comprehensiveness of our ethical framework. Compliance with applicable laws and regulations remains a top priority, and we actively uphold supply chain responsibility and human rights standards. Additionally, strong cybersecurity measures are observed to protect Company and customer data while safeguarding against emerging threats.

COMPLIANCE TRAINING

In 2024, nearly 85% of all employees—both office and plant—completed our robust compliance training, which included Discrimination, Harassment, and Bullying Prevention; the Myers Code of Ethics & Business Conduct; and the U.S. Employee Handbook. These efforts support our goal of fostering a safe, respectful, and inclusive work environment.

SAFETY TRAININGS & MULTILINGUAL RESOURCES

To bolster our focus on safety, we conduct monthly trainings and provide multilingual safety resources for employees. All Myers Industries sites provide safety training in commonly spoken languages, including English and Spanish. The Code of Ethics & Business Conduct has been translated into Spanish, Chuukese, Filipino-Tagalong, Haitian Creole, Hindi, and Tamil, with translated versions available at all Code trainings.

MYERS INDUSTRIES' 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](#)

Leadership Team

CORPORATE MANAGEMENT | EXECUTIVE TEAM



Aaron Schapper

President and
Chief Executive Officer



Grant Fitz

Executive Vice President
and Chief Financial Officer



Jeff Baker

President, Distribution



Jeff Condino

Business Vice President, Injection
Molding and Signature Systems



Dave Basque

Vice President,
Special Projects



Mike Miller

Vice President, Material
Handling Segment -
Blow Molding



Kevin McElgunn

Vice President, Strategy and
Corporate Development



Matthew Marchel

Vice President, Material Handling
Segment - Rotational Molding



Lorelei Evans

Senior Vice President,
Human Resources



Sue Riley

Senior Corporate Counsel
and Secretary



Meghan Beringer

Senior Director,
Investor Relations

BOARD OF DIRECTORS



Aaron Schapper

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;
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

Products that Protect the World from the Ground Up

At Myers Industries, our commitment to sustainable innovation is not just a corporate goal—it's a performance driver. In 2024, we proved that responsible manufacturing and commercial success go hand in hand. By increasing utilization of recycled materials, reducing waste across our facilities, and investing in cleaner processes, we've lowered our environmental footprint, strengthened customer trust, and inspired our partners to raise their own standards. At our core, we believe doing good is good for business. As we look to the year ahead, we're doubling down—because when sustainability leads the way, everyone wins.





Myers Industries, Inc.

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